



# PILOT CONTRACT COMPARISON

Synopsis of Pay Rates, Work Rules, and Benefits



# INTRODUCTION

This document is a comparison of airline pilot contracts as compiled by ALPA Economic and Financial Analysis (E&FA). This is a generalized summary to provide readers context of where we are in the mix of other pilot groups. Some contract areas do not have an apples-to-apples comparability. This is not a primary source document for contract interpretation.

This comparison covers five major areas: **Work Rules** (Scheduling, Hours of Service, and Quality of Work life provisions), **Compensation, Other Major Areas** (Vacation, Sick, Instructor/LCA), **Retirement and Insurance**, and **Scope/Governance/Equity Provisions**.

The data in this comparison will be periodically updated. This version was created in August 2023. The carriers in this comparison includes our peer competitors at Delta (DAL) and American (AAG). The United Collective Bargaining Agreement (CBA) data derives from current book. It does not contain a comparison of agreed to provisions in our current negotiations.

The purpose of the comparison is to empower you to make informed recommendations, contributions, assessments, and decisions throughout the CBA process.



# PILOT CONTRACT COMPARISON

Synopsis of Pay Rates, Work Rules,  
and Benefits for:

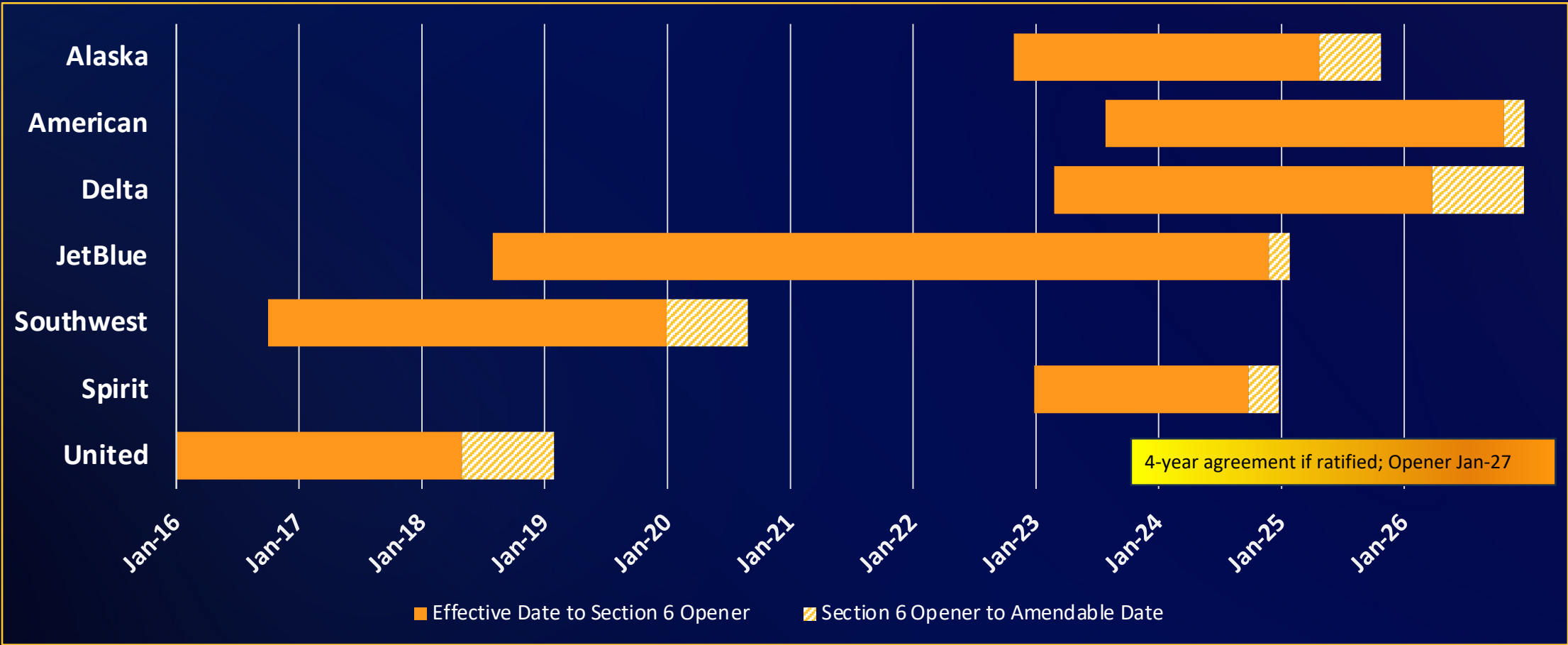
Alaska - ALA  
American - AAL (APA)  
Delta - DAL  
JetBlue - JBU  
Southwest - SWA (SWAPA)  
Spirit - SPA  
United - UAL\*



\* Includes current UPA and UPA23 AIP



# AGREEMENT DATES



# SCHEDULING, HOURS OF SERVICE, AND OTHER PROVISIONS



# MINIMUM PAY PER DUTY PERIOD

Carrier	Duty Period Average	Average Daily Guarantee	Notes
Alaska	5:00	5:15*	*any duty beyond 0159 last day triggers additional day *Not applicable to 1-day pairings
American		5:15*	*any duty beyond 0159 triggers additional day
Delta		5:15	New calendar day triggers when pairings end 0200 local or later
JetBlue	5:00	5:00	New calendar day triggers when pairings end 0100 local or later (Excluding red-eye turns)
Southwest	4:21*	5:39**	New calendar day triggers when pairings end 0300 local or later *Based on 5 TFP's **Based on 6.5 TFP's
Spirit	5:00		
United		5:00	New calendar day triggers when trip scheduled past 0001 or actual trip ends 0400 local or later
UPA 23		5:15	New calendar day triggers when trip scheduled past 0001 or actual trip ends 0400 local or later



# DUTY / TRIP TIME RATIOS

	Duty Rig	Scheduled Duty Time Exceptions	Trip Rig
Alaska	1 for 2	0601-2159	1 for 3.5
	1 for 1.75	2200-0600	
American	1 for 2		1 for 3.5
	1 for 1.5*	*2200-0559	
Delta	1 for 2	0600-2159	1 for 3.5
	1 for 1.75	2200 to release from duty period	
JetBlue	1 for 2	*If the duty period touches 0100 -0500	1 for 3.5
	1 for 1.75*		
Southwest	1 for .74 TFP (1 for 1.55)		1 for 3.45 (1 for 3 TFP)
Spirit	1 for 2		1 for 3.5
United	1 for 2	0600-2159	1 for 3.5
	1 for 1.75	2200-0600	
<b>UPA 23</b>	1 for 2	0600-2159	1 for 3.5
	1 for 1.75	2200-0600	



# MINIMUM DAYS OFF PER MONTH

Carrier	Lineholders
Alaska	<ul style="list-style-type: none"> <li>• 12 in 30-day bid period</li> <li>• 13 in 31-day bid period</li> </ul>
American	10 days
Delta	<ul style="list-style-type: none"> <li>• 12 in 30-day bid period</li> <li>• 13 in 31-day bid period</li> </ul> <p>(A pilot's initial line of time will not exceed 18 days in which a pilot is on a rotation without his consent.)</p>
JetBlue	12 days
Southwest	<ul style="list-style-type: none"> <li>• 15 days in a 30-day bid period</li> <li>• 16 days in a 31-day bid period</li> </ul>
Spirit	13 Days
United	12 Days
UPA 23	12 Days

Carrier	Reserves
Alaska	12 Days
American	<ul style="list-style-type: none"> <li>• 12 in 30-day bid period</li> <li>• 13 in 31-day bid period</li> </ul>
Delta	<ul style="list-style-type: none"> <li>• 13 Days (14 in 31 Day Month) (For Reserve Guarantee between 72-74:59)</li> <li>• 12 Days (13 in a 31-day Month) (For Reserve Guarantee between 75-80)</li> </ul>
JetBlue	<ul style="list-style-type: none"> <li>• SCR: 13 in 30-day bid period, 14 in 31-day bid period</li> <li>• LCR: 12 in 30-day bid period, 13 in 31-day bid period (13/14 in Feb 14 in May/Sept/Oct)</li> </ul>
Southwest	<ul style="list-style-type: none"> <li>• 14 days in a 30-day bid period</li> <li>• 15 days in a 31-day bid period</li> </ul>
Spirit	<ul style="list-style-type: none"> <li>• 12 in 30-day bid period</li> <li>• 13 in 31-day bid period</li> </ul>
United	<ul style="list-style-type: none"> <li>• 12 in 30-day bid period</li> <li>• 13 in 31-day bid period</li> </ul>
UPA 23	<ul style="list-style-type: none"> <li>• Increases to 13 in Jan-May; Sep-Nov (30-day mos)</li> <li>• Increases to 14 in Jan-May; Sep-Nov (31-day mos)</li> <li>• No changes for Jun, Jul, Aug, or Dec</li> </ul>





# MINIMUM MONTHLY GUARANTEE – LINEHOLDER

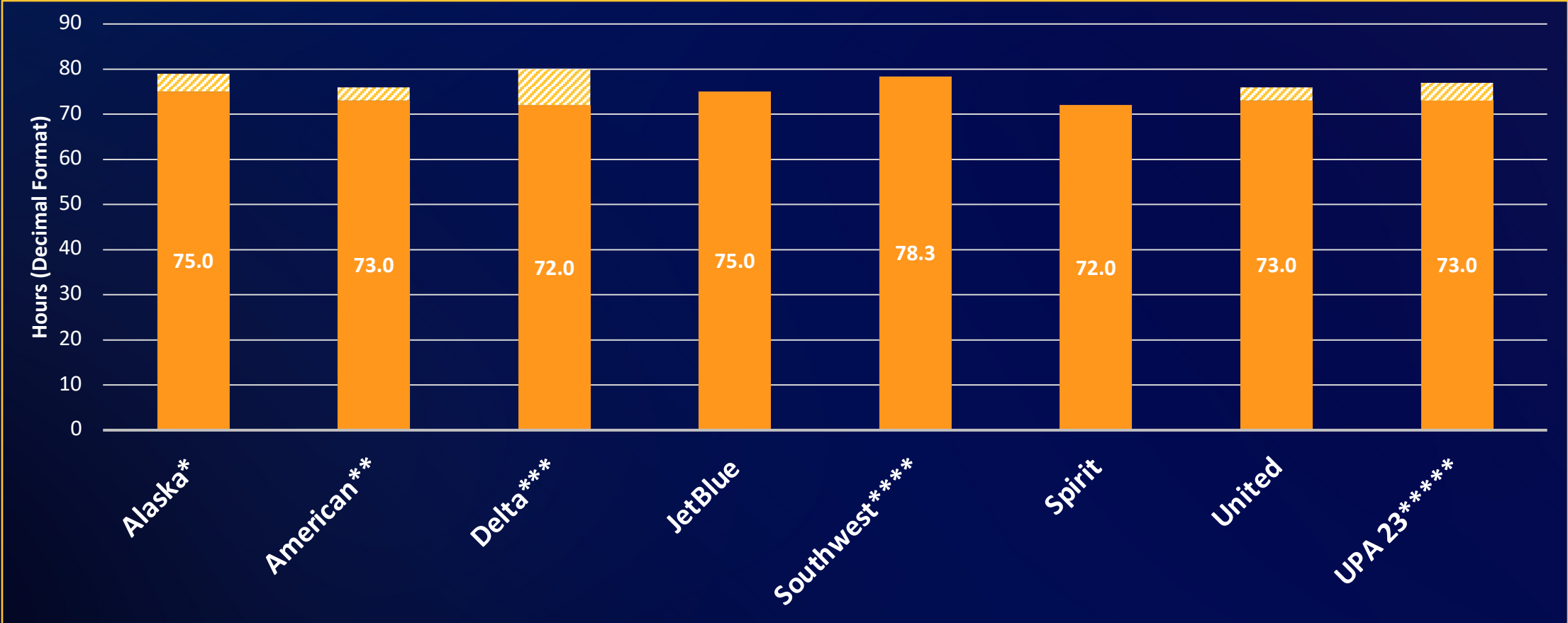


\*American monthly guarantee is the lower limit of the Average Line Value

\*\*Southwest 30-day line guarantee is shown. Southwest has monthly line guarantees for a 29-day, 30-day, and 31-day bid period



# MINIMUM MONTHLY GUARANTEE – RESERVE



\*Alaska long call reserve 75 hours, short call reserve 79 hours  
 \*\*American long call reserve 73 hours, short call reserve 76 hours  
 \*\*\*Delta guarantee is variable from 72-80 based on Average Line Value  
 \*\*\*\*Southwest guarantee is variable, 90 trip pay shown  
 \*\*\*\*\*UPA 23: reserve 73 hours, Jun, Jul, Aug & Dec 77 hours



# MAXIMUM DUTY PERIOD – SCHEDULED / ACTUAL

	Scheduled Duty Time	Maximum Actual Duty Time
American	FAR 117 Table B	FAR 117 Table B
Delta	13 hours or 30 minutes more restrictive than FAR 117 Table B; whichever is less Pilot option to extend	FAR 117 Table B pilot option to agree to any extension
JetBlue	14:00 (16 with tail-end DH) 10:00* (duty that touches 0100-0500 base local time) Note: FAR 117 Table B still applies if greater restriction	14:00 (16 with tail-end DH) 12:00 (duty that touches 0100-0500 base local time) Note: FAR 117 Table B still applies if greater restriction
Alaska	12:30 10:00 (duty that touches 0200-0459)	14:00 11:00 (duty that touches 0200-0459)
Spirit	14:00, 11:30 if any duty within 0100-0400 LDT	16:00, 12:30 if any duty within 0100-0400 LDT
Southwest	More restrictive of chart (next page) or FAR Table B	
United	30 minutes more restrictive than FAR 117 Table B Pilot option to extend	FAR 117 Table B
UPA 23	13 hours or 30 minutes more restrictive than FAR 117 Table B; whichever is less Pilot option to extend	FAR 117 Table B

\* Duty Period containing red-eye turn shall not exceed 11:30 scheduled



# FAR PART 117 – TABLE B

TABLE B TO PART 117—FLIGHT DUTY PERIOD: UNAUGMENTED OPERATIONS

Scheduled Time of Start (Acclimated Time)	Maximum Flight Duty Period (Hours) for Lineholders Based on Number of Flight Segments						
	1	2	3	4	5	6	7+
0000–0359 .....	9	9	9	9	9	9	9
0400–0459 .....	10	10	10	10	9	9	9
0500–0559 .....	12	12	12	12	11.5	11	10.5
0600–0659 .....	13	13	12	12	11.5	11	10.5
0700–1159 .....	14	14	13	13	12.5	12	11.5
1200–1259 .....	13	13	13	13	12.5	12	11.5
1300–1659 .....	12	12	12	12	11.5	11	10.5
1700–2159 .....	12	12	11	11	10	9	9
2200–2259 .....	11	11	10	10	9	9	9
2300–2359 .....	10	10	10	9	9	9	9

**Note:** If you are not acclimated, the above times are reduced by 30 minutes.

## SWA ADDITIONAL LIMITS

Report Time	Maximum Duty Period Scheduled	Maximum Duty Period Actual
0200-0359	10 Hours	12 Hours
0400-0559	12 Hours	14 Hours
0600-1059	13 Hours	15 Hours
1100-1459	12 Hours	14 Hours
1500-1959	11 Hours	13 Hours
2000-0159	9 Hours	11 Hours



# RESERVE RULES

Carrier	Reserve Bidding	Release on Last Day	Aggressive Pickup	Pickup During Vacation
Alaska	Short call and long call	Short call: 1100 Long call: 1300	Yes	Yes
American	LC >= 20% SC >= 30% No more than 35% of RAPs before 0700	SC: 6 hours after start of RAP LC: 1000 HBT	Yes	Not allowed
Delta	Long Call Short Call only via conversion from Long Call	SC: 1200 LC: 0600	Yes	Not allowed
JetBlue	Long call Short call; RAPs determined by daily bid	SC: 1100 – 1700 LC: 0800	Yes	Yes
Southwest	All short call	7 hours after start of RAP on last day	No	Not allowed
Spirit	Long Call and Short Call RAPs must be the same throughout the month	6 hours prior to end of RAP	No	X/Y lists only

# RESERVE RULES (cont'd)

Carrier	Reserve Bidding	Release on Last Day	Aggressive Pickup	Pickup During Vacation
United	Short call and long call Pure short call lines are voluntary only	SC and LC going into a flexible day off: 1500 LC not going into a flexible day off: 1000	Yes	Reserves cannot pickup during vacation
UPA 23	New Voluntary Pure Long Call (LCL) New Voluntary Short Call (VSC) New Voluntary Early Check (VEC) Test of Voluntary Compressed Lines	Long call- release on last day prior to HDO moved up to 0600; Short call- release on last day moved earlier to 1400	Yes-expanded	Reserves cannot pickup during Vacation



# RESERVE RULES (cont'd)

Carrier	Reserve Availability Period	Short Call Response Time	Airport Standby	Long Call Conversions to Short Call	Long Call Response Time	Notes
Alaska	12:00	2:30	N	No more than 4; then with pilot consent* Convert from Long Call to Short Call, pilot must be given 14:00 With PBS, all reserve lines will be LC unless bid otherwise	14:00	<ul style="list-style-type: none"> <li>• 2 hrs.. pay for first conversion; 1 hr.. pay for all subsequent</li> <li>• Implementation of new reserve rules concurrent with PBS</li> </ul>
American	FARs	“Promptly”	N	No more than 5 assignments*; unlimited awards	12:00	* 30 minutes pay for each conversion above guarantee
Delta	12:00	“Promptly”	Voluntary	Maximum 6 Short Calls	18:00	
JetBlue	10:00	2:30	N	5	14:00	
Southwest	15:00	2:00	N	Pilot is always on short call	N/A	
Spirit	14:00	3:00	N	No more than four (4) conversions in a bid month without the pilot’s concurrence	14:00	* Each of the first four (4) conversions in any bid month will be credited one (1) hour above guarantee. Each subsequent conversion(s) in the month will be credited two (2) hours above guarantee per occurrence
United	14:00	2:30	Y	Unlimited	12:00	1 hr. pay MPG for each SC/airport standby not flown
UPA 23	14:00	2:30	Voluntary	6	All times 18:00 (except: 14:00 for assignments made 1200-1400)	Voluntary Field Standby pays 3 hours of Add Pay; “Show-No Go” pay increased to 5:15 hours of LPV; 12-hour response time for VEC pilots



# REASSIGNMENT PAY

Airline	Re-route pay provisions
Alaska	Reassignments away from Base – 150% premium for the trip, 200% if pilot agrees to return more than five hours late. Delay Pay – On the final leg of a pairing, after two hours delayed, pilots receive one minute pay for each additional two minutes late.
American	150%* *Reassignment premium for actual flight time outside original sequence footprint
Delta	Any rerouted legs prior to the first break in duty following the reroute will pay 150% (one half pay, no credit in addition to any other form of pay for those legs) After the first break in duty, any subsequent rerouted leg pays 200% (single pay, no credit in addition to any other form of pay for those legs) Any subsequent re-route beyond the first break in duty on the same rotation is then 200% (Includes pilots who were returned to their original rotation and then rerouted again)
JetBlue	200% for legs (min. 2 hrs. pay) reassigned between original footprint and 2 hours 200% for legs (min. 5 hrs. pay) reassigned beyond 2 hours of original footprint Emergency assignment 200% for legs outside original footprint (min. 5 hrs. pay) Emergency assignment 150% for legs reassigned inside original footprint outside original
Southwest	150% for all legs block-in 200% for duty periods on a day off after an overnight that results from a Reschedule
Spirit	Sit pay: 1:2 minutes after 2 hours EOTHP+4, 200% of RTD duty period if operating or 1 for 2 if deadhead RTD RTD duty period on day off, 200% RTD into second or subsequent day off, entire trip pays 200%





# REASSIGNMENT PAY (cont'd)

Airline	Reassignment pay provisions
United	225%: Untriggered reassignment 150%: Line holder late pay 150%: Reserve reassigned into nonflexible day off, paid above guarantee 150% :Lineholder reassigned into day off (in addition to late pay) 5:00: Pay above guarantee for involuntary assignments over a holiday that was originally a day Off 30 minutes: If covering for another crew, paid above Guarantee subject to offsets
UPA 23	225%: Untriggered reassignment (20-I-9), Triggered reassignment increased from 30 minutes to 1 hour (20-I-5)- no offsets Overtime Add Pay Rig: 1:3 after 2 hours from original scheduled release time on workdays; increases to 1:2 if working into days off Reserve reassigned into nonflexible day off, 5:15 per Rolled Day Can't be reassigned into GDO



# PREMIUM PAY

Carrier	Company Designated Trip / Open Time	Reassignment / Reschedule / Re-Route	Move Up	Junior Man / Involuntary Assignment	Notes / Other
Alaska	150%, company may offer 200% for three bid periods within a calendar year	150% for Reassignment (100% Credit) 5 hours of pay or 200% for duty period that encroached into day off		*200%	*JA is Voluntary
American	150% or 200%	150%*			* If reserve, pays on top of guarantee
Delta	200% if above Average Line Value or 75 hours	200% for rotation beyond 4 hours		200%	*Reserve into a day off
JetBlue	150%	200% for 2 hours past OSP (originally scheduled pairing) ; 200% beyond 2 hrs. or 5:00, whichever is greater		150%*	* Emergency Assignment (EA)
Southwest	150%	150%	150%	200%*	*On a day off
Spirit	200% / 100% above guarantee	200%	1.5 hour pay and credit above min guarantee per duty period	200%	



# PREMIUM PAY (cont'd)

Carrier	Company Designated Trip / Open Time	Reassignment / Reschedule / Re-Route	Move Up	Junior Man / Involuntary Assignment	Notes / Other
United	Company choice of 150%, 175% or 200%	150% if late 200% on day off 5 Hours additional pay if into previously scheduled holiday off	1 hour. above guarantee if Reserve fulfills between 1.5 – 2.25 callout; 2 hour pay above guarantee if Reserve fulfill callout in less than 1.5hr	N/A	Add pay events stack
UPA 23	No lower than 200% between Nov 15-30 and Dec 15-Jan 3  Company choice of 150%, 175%, 200% or 225%	225%: Untriggered reassignment (20-I-9), triggered reassignment increased from 30 minutes to 1 hour (20-I-5)- not offset if returned early Overtime Add Pay rig: 1:3 after 2 hours from original scheduled release time, increases to 1:2 on subsequent calendar days		N/A	Add pay events stack;  125% for all trips flown in a designated category over a designated period of time



# PAY CAP / SCHEDULE CAP INCLUDING FLEX PROVISIONS

	Pay/Scheduling Cap	Flex Provisions
Alaska	85 hours, flex up to 6 bid months a year for a monthly maximum increase of 3 hours. The company will have a total of 15 hours to flex up in each base in any calendar year.	
American	Variable, calculated by subtracting the Retrospective Factor and the Prospective Factor from 1080	Intended average of 90 hours Scheduling Range: 84 hours +/- 7 hours
Delta	91.5 hours for narrowbody positions (including 767/757) 92.5 hours for pure widebody positions	Lines built to +/- 10 hours of published average line value (ALV), 72-84 monthly range (71-85 hour range for pure widebody categories), 73-78 hour rolling lookback average pre-month scheduling cap; pilot may pick up time to FAR limits, with certain exceptions
JetBlue	ALV plus 7 hours; ALV shall be between 74:00 and 86:00	The normal credit window shall be ALV plus seven (7) hours and ALV minus seven (7) hours, except the lower value of the normal credit window shall not be less than seventy (70:00) hours and the upper value of the normal credit window shall not be greater than ninety (90:00) hours.
Southwest	95 Hours	95 Hours
Spirit	100 Hours	100 Hours
United	90 Hours	90 Hours
UPA 23	90 Hours	90 Hours



# RESCHEDULING FOOTPRINT PROTECTION

- **Alaska**
  - Reschedule within original footprint + 5 hours
- **American**
  - Domestic: Reschedule within original footprint + 4 hours or 01:59, whichever is later
  - International: Reschedule within original footprint + 30 hours
- **Delta**
  - Reroute not more than one duty period originating after end of original duty rotation; cannot extend more than one calendar day after end of original scheduled duty rotation
- **JetBlue**
  - Reschedule within original footprint + the earlier of 6 hours or end of calendar day
  - Can reassign from operating trip to another trip twice per rolling 12 months
- **Southwest**
  - Reschedule within original footprint
- **Spirit**
  - Reschedule within original footprint + 4 hours
  - Flying may not be added to the end of a trip that would result in Return to Domicile beyond original footprint
  - Time Available reschedule restricted to original footprint
- **United**
  - Original release 00:00 to 12:00: reschedule release, next day by 12:00
  - Original release 12:00 to 23:59: reschedule release next day by 23:59
  - International: reschedule footprint + 48 hours
  - International double augmentation: reschedule footprint + 60 hours
- **UPA 23**
  - Original release 00:00 to 12:00: reschedule release, next day by 12:00
  - Original release 12:00 to 23:59: reschedule release next day by 23:59
  - International: reschedule footprint + 48 hours
  - International double augmentation: reschedule footprint + 60 hours

# REPLACEMENT FLYING

Airline	Sequence / Pairing Protection	Recovery Obligation	Available After Report	Return Time from Original Trip	Notes
Alaska	Yes	Pilot choice	<p>A single duty period trip lost has a contractability period of three hours following the originally scheduled departure time.</p> <p>A multi-duty period trip lost has a contractability period of four hours following the originally scheduled departure time.</p>	5 Hours	
American	Yes	Yes	4 Hours	4 Hours	
Delta	Yes	Yes	6 Hours	<p>4 Hours</p> <p>When any pilot is rerouted, and the reroute causes the pilot to arrive at their base after the original rotation's scheduled release time, they are now entitled to receive positive space transportation, at pilot's request. In addition, a pilot who is unable to commute home that day due to a reroute will also receive a hotel in base (to include positive space transportation on the following day), at pilot's request.</p>	<p>If rerouted, a pilot, upon reaching their base while on a reroute, will be:  Returned to their original rotation ▪ at their base, or DH via the most direct route (applicable reroute pay will apply)  -OR-  ▪ Released with no recovery obligations and regular pilots pay protected for the remaining balance of their rotation (all pilots will retain reroute pay for the rerouted legs flown)</p>



# REPLACEMENT FLYING (cont'd)

Airline	Sequence / Pairing Protection	Recovery Obligation	Available After Report	Return Time from Original Trip	Notes
JetBlue	Yes	Yes	Except during a Level 2 or 3 IROP, a Pilot shall be released with pay protection from all further Duty in the disrupted Pairing if the rescheduling Time Limit is reached and no assignment is published in JETCRW. In a Level 2 or 3 IROP, if the rescheduling Time Limit is reached and no assignment is published in JETCRW, a Pilot shall make Positive Contact with Crew Services who shall immediately reassign or release the Pilot.	The assignment returning the Pilot to Base may only extend the release time of the Original Scheduled Pairing by up to six (6) hours or the end of the calendar day, whichever is earlier, or for twenty-four (24) hours for operations which require route qualification.	If a reassignment under this section causes a Pilot to be illegal (FAR or contractual) for any portion of the Pilot's schedule, then the Pilot shall be pay protected for the Segment(s) removed from their schedule
Southwest	Yes	Yes	Must contact Crew Scheduling for reassignment	Extension beyond original trip return paid (1) additional duty period	Any involuntary assignment or reassignment into an unscheduled overnight, resulting in a duty period on a scheduled day off, pays double time. Reassignment that blocks in later than original trip, all legs not in original sequence will be Premium pay.
Spirit	Yes	Yes	Trip Hour Period	4 Hours	



# REPLACEMENT FLYING (cont'd)

Airline	Sequence / Pairing Protection	Recovery Obligation	Available After Report	Return Time from Original Trip	Notes
United	Yes	Yes	2 Hours or 4 Hours if loss of flying occurs after 13:00 on the day prior to the scheduled departure of trip lost	Original Arrival time shall be the scheduled Arrival time of the Trip before any flying was lost.	
UPA 23	Yes	Yes	Must be reassigned within 1 hour if full trip or originating segment is lost after scheduled report time; Assignment time increased to 3 hours during significant IRROPS	Original Arrival time is basis for determining Overtime Pay triggers	





# SCHEDULING SUMMARY

Carrier	PBS/Paper Lines	Bid Packages Available	Bid Window Close	Bid Awards
Alaska	Transitioning to PBS	4 <sup>th</sup> -9 <sup>th</sup> *	11 <sup>th</sup> -13 <sup>th</sup>	11 <sup>th</sup> -13 <sup>th</sup> , posted by 22:00, the same day as bid closing
American	PBS	8 <sup>th</sup>	13 <sup>th</sup>	16 <sup>th</sup>
Delta	PBS	4 <sup>th</sup>	11 <sup>th</sup>	17 <sup>th</sup>
JetBlue	PBS	1 <sup>st</sup>	CA: 6 <sup>th</sup> FO: 9 <sup>th</sup>	CA: 8 <sup>th</sup> FO: 11 <sup>th</sup>
Southwest	Traditional	4 <sup>th</sup> 17 <sup>th</sup> (secondary)	9 <sup>th</sup> 19 <sup>th</sup> (secondary)	9 <sup>th</sup> 19 <sup>th</sup> (secondary)
Spirit	PBS	5 <sup>th</sup>	CA: 10 <sup>th</sup> FO: 14 <sup>th</sup>	CA: 12 <sup>th</sup> FO: 16 <sup>th</sup>
United	PBS	6 <sup>th</sup>	12 <sup>th</sup>	CA: 15 <sup>th</sup> FO: 17 <sup>th</sup>
UPA 23	PBS	4 <sup>th</sup> (1700)	CA: 10 <sup>th</sup> (0800) FO: 11 <sup>th</sup> (0800)	CA: 13 <sup>th</sup> (2359) FO: 15 <sup>th</sup> (2359)

\*Bid lines posted on Friday preceding the first Tuesday of the month



# PBS LINE VALUES

Carrier	LPA (Credit Window)	Notes
Alaska	N/A	Line bidding. Scheduling cap of 85 hours, flex to 88, 6 months per year.
American	84 (+/- 7 Hours)	
Delta	72–84 (+/- 7.5 Hours)	
JetBlue	74–86 (+/- 7 Hours)	
Southwest	N/A	Line bidding. Scheduling cap of 95 hours.
Spirit	72–84 (+/- 7 Hours)	Not to exceed 90 credit hours at bid award
United	72–84*	*Credit window ranges from 67–90 and is a function of LPA
UPA 23	72–84*	*Credit window ranges from 67–90 and is a function of LPA



# MINIMUM SCHEDULED REST BREAK – RELEASE TO REPORT

Carrier	Domestic Flying	International Flying		Reserve Pilots	
		In Domicile	Out of Domicile	Long Call	Short Call
Alaska	10 Hours Add 30 min for each landing made in excess of 4 landings	10 Hours Add 30 min for each landing made in excess of 4 landings;	10 Hours 14 hours if transoceanic	14 Hours	12 Hours in release to report
American	10 Hours (12 Hours for WOCL infringement)	10 Hours (12 Hours for WOCL infringement)		No Language	12 Hours after completion of assignment
Delta*	10 Hours; 13 hours prior to duty period if reporting in: EWR after arriving in JFK or LGA at the end of the prior duty period, or JFK or LGA after arriving in EWR at the end of the prior duty period	13 Hours	1) 13 Hours 2) 18 Hours after duty period scheduled greater than 13 Hours	No Language	No Language
JetBlue	10 hours 11 hours if before or after a segment touching a Redeye period	16 hours following a Duty Period containing an augmented Flight Segment greater than eight (8) hours or containing an Ocean Crossing or takeoff/landing at an airport south of fifteen (15) degrees south latitude to/from an airport in the CONUS		10 hours 11 hours if before or after a segment touching a Redeye period	10 hours 11 hours if before or after a segment touching a Redeye period

- **Delta Note:** Exception: The minimum break-in-duty for a pilot reporting for an FRMS duty period that follows the delay or cancellation of a prior FRMS duty period will be ten hours.
- **Note one:** If the pilot's release is at one co-terminal airport and their report is at another, applicable ground travel time under Section 8 B. 3. will be added to their scheduled break-in-duty.

# MINIMUM SCHEDULED REST BREAK – RELEASE TO REPORT (cont'd)

Carrier	Domestic Flying		International Flying		Reserve Pilots	
	In Domicile	Out of Domicile	In Domicile	Out of Domicile	Long Call	Short Call
Southwest	11 Hours		11 Hours		10 Hours	10 Hours
Spirit	10 Hours		10 Hours		12 Hours or 18 if new assignment constitutes a shift from day to night or night to day	No Language
United	<ul style="list-style-type: none"> <li>1) 30 min more than applicable FAR 117 if hotel is &gt;15 min away</li> <li>2) 11 Hours if duty period &gt;11 Hours</li> <li>3) 18 Hours if basic duty period contains a flight segment &gt;8 hours</li> <li>4) 12.75 Hours after a trip</li> <li>5) 24 Hours after a global trip</li> </ul>	<ul style="list-style-type: none"> <li>1) 30 min more than applicable FAR 117 if hotel is &gt;15 min away</li> <li>2) 11 Hours if duty period &gt;11 Hours</li> <li>3) 18 Hours if global duty period contains a flight segment &gt;8 hours</li> <li>4) 24 Hours after a global trip</li> </ul>			12.75 Hours	12.75 Hours
UPA 23	<ul style="list-style-type: none"> <li>1) 30 min more than applicable FAR 117 if hotel is &gt;15 min away</li> <li>2) 11 Hours if duty period &gt;11 Hours</li> <li>3) 18 Hours if basic duty period contains a flight segment &gt;8 hours</li> <li>4) 12.75 Hours after a trip</li> <li>5) 24 Hours after a global trip</li> </ul>	<ul style="list-style-type: none"> <li>1) 30 min more than applicable FAR 117 if hotel is &gt;15 min away</li> <li>2) 11 Hours if duty period &gt;11 Hours</li> <li>3) 18 Hours if global duty period contains a flight segment &gt;8 hours</li> <li>4) 24 Hours after a global trip</li> </ul>			12.75 Hours	12.75 Hours



# COMMUTABILITY PROVISIONS

Airline	Notes
Alaska	Commuter passes shall be granted on an unlimited basis to the commuting Pilot and shall be identical in all respects to Space Available pleasure travel, except that they shall have precedence in boarding over other Company employee commuter programs.
American	It is expected that a pilot will utilize the provisions of this Policy on a rare basis. Each event involving the use of this Policy will be considered independently and judged on its own unique circumstances. However, repeated use of this Policy may be considered in evaluations of a pilot's overall attendance/reliability and may require flight documentation going forward
Delta	A commuting pilot is expected to arrive at their base with sufficient time and with adequate rest prior to beginning scheduled duty. A rerouted pilot arriving at their base beyond their originally scheduled release time will: upon request, be provided positive space on-line transportation to any Company station; and be provided a hotel in base upon request, if unable to commute home due to the reroute.
JetBlue	A pairing is commutable if it begins after 11:00 and ends before 18:00; All 4 duty 5-day pairings must be commutable on both ends; 30% of 4-day pairings per fleet must be commutable on both ends
Southwest	<ol style="list-style-type: none"> <li>1. A pilot who chooses to designate himself as a “commuter” must designate a city as a point of commuter origination.</li> <li>2. A pilot must attempt to commute on a minimum of two (2) consecutive scheduled flights on Southwest or off-line from the designated city</li> </ol>
Spirit	A pilot commuting to duty shall plan for a minimum of two separate flights that will arrive at his domicile in advance of his normal report time.
United	A pilot must have a minimum of a primary and secondary flight (on and/or off-line), both of which are scheduled to arrive prior to report time for the initial schedule assignment or reserve duty.
UPA 23	If a Pilot purchases a ticket or is on a Positive Space pass booked 12 hours prior to scheduled report time and is scheduled to arrive at least 90 minutes prior to report time, then a backup flight is not required; A reassigned pilot arriving at their base beyond their originally scheduled release time with less than 2 hours prior to last on-line commute flight home will: upon request, be provided positive space on-line transportation to home of record airport; and be provided a hotel in base upon request, if unable to commute home due to the reassignment.

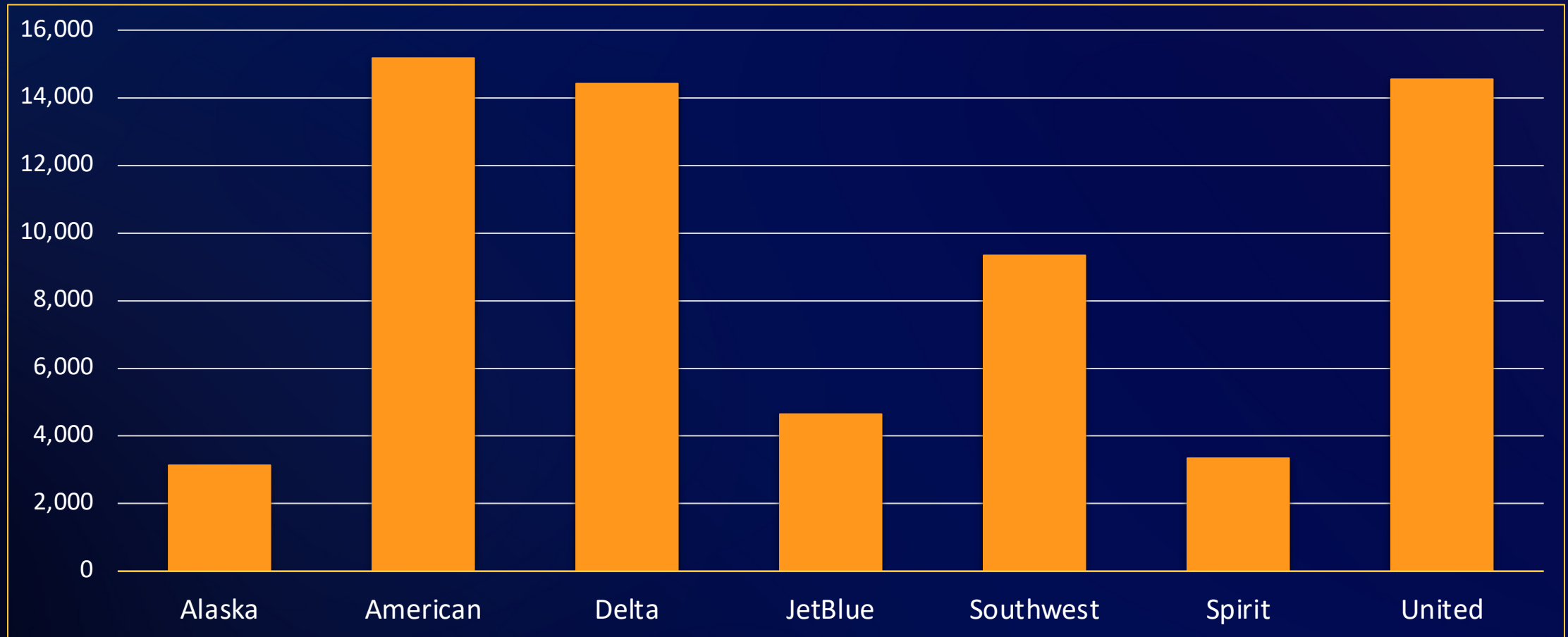


# HOTELS

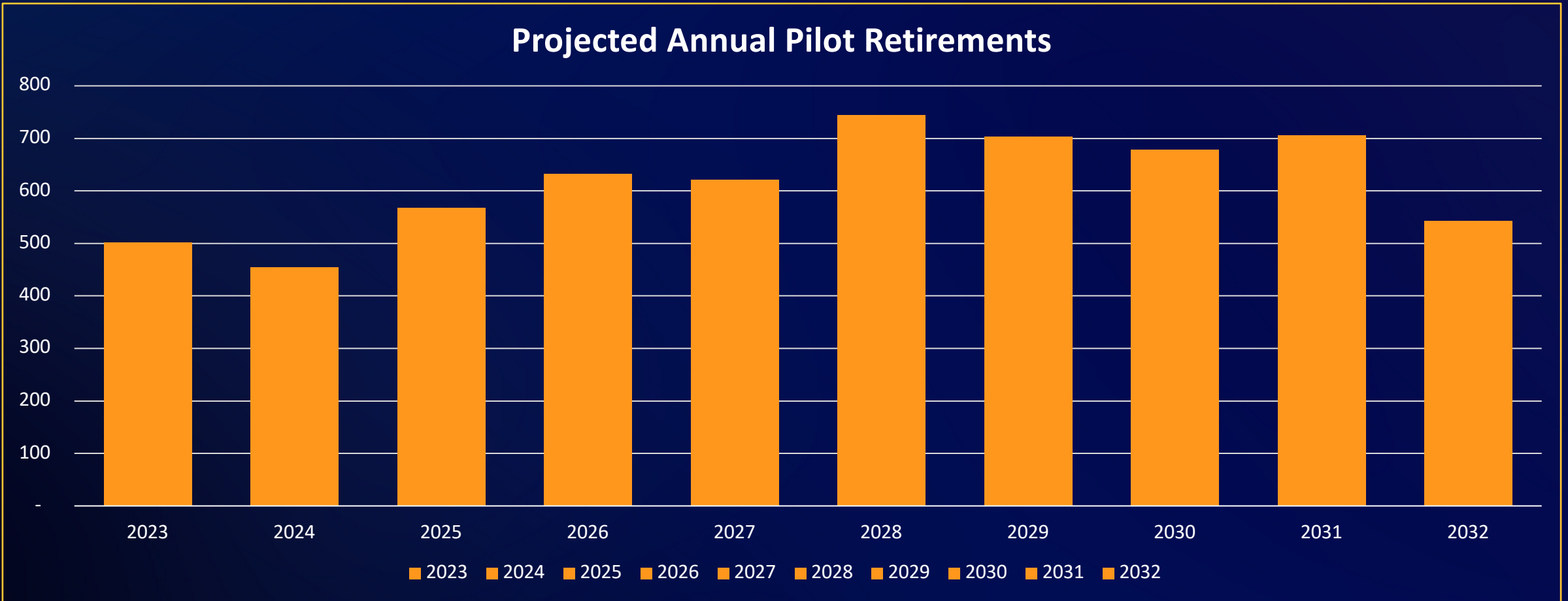
Carrier	New Hire Training	Qual Training in Base	CQ Training In Base >50 Miles from Home	In Base During Recovery Flying	Rooms Provided During Ground Time
Alaska	N	Y	Y	N	> 4 hours
American	Y	Y, provided pilot lives > 50 miles from training center	Y	N	> 5 hours
Delta	Y	Y	Y	Y	> 5 hours
JetBlue	Y	N	N	Y	> 5 hours
Southwest	Y	Y	N	Y	> 4 hours
Spirit	Y	For upgrade at pilot request	N	Y	> 4 hours
United	Y	Y	Y	N	> 4 hours
UPA 23	Y	Y	Y	Y	> 4 hours



# APPROXIMATE NUMBER OF ACTIVE PILOTS



# PROJECTED PILOT RETIREMENTS AT PART 121 CARRIERS: ANNUALLY

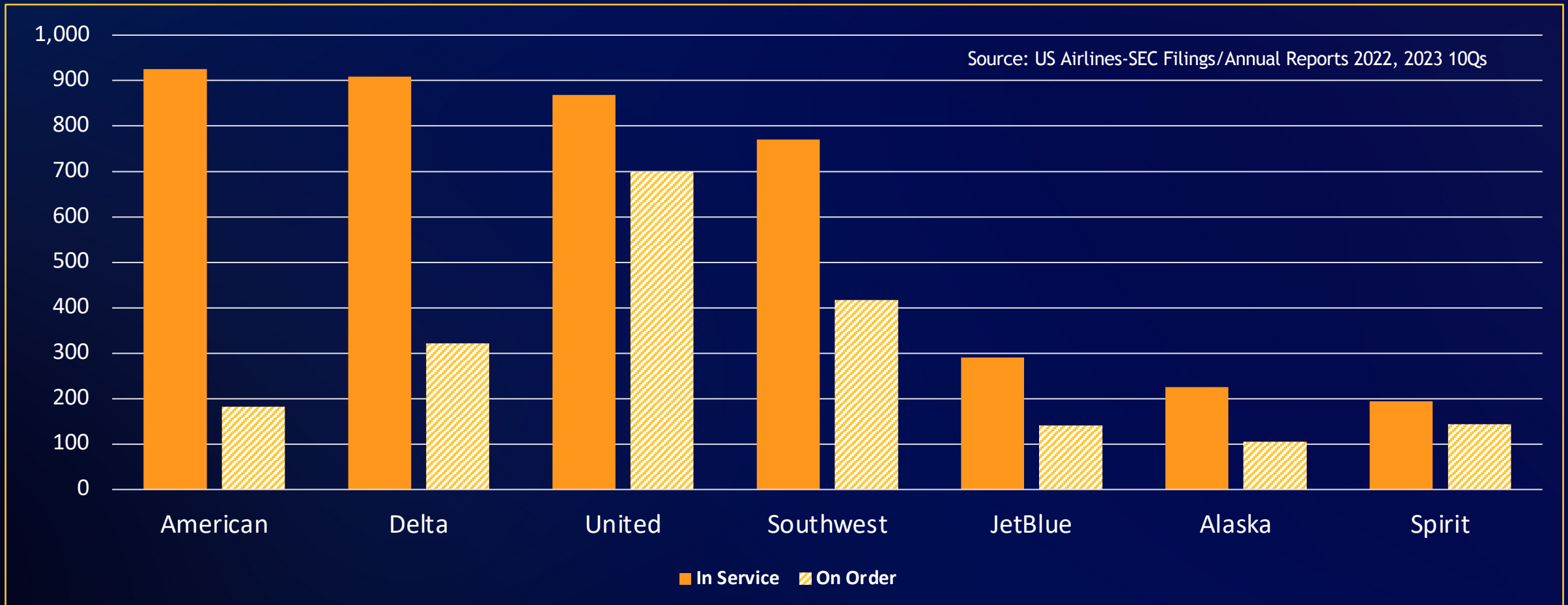


Note: Projections based on number of pilots turning 65 in each given year (all classes, including non active)  
Source: ALPA Membership database





# APPROXIMATE # OF AIRCRAFT (AND ON ORDER)

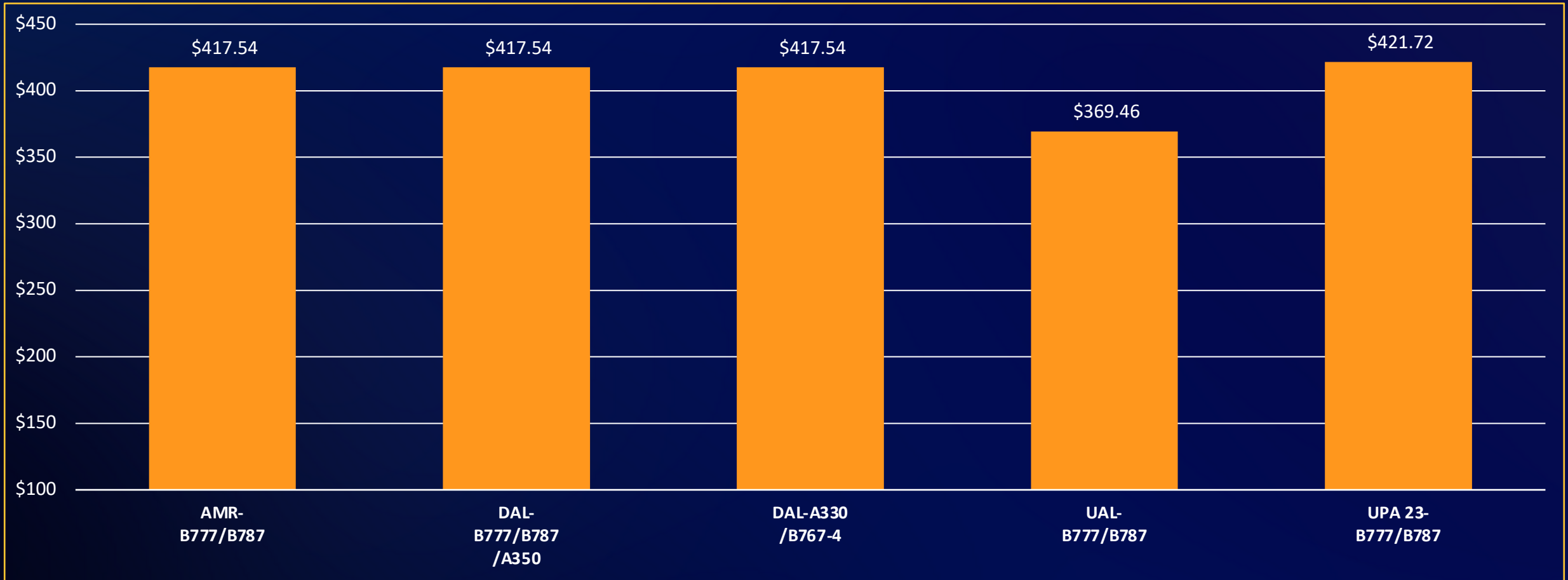




# COMPOSITE HOURLY PAY RATES



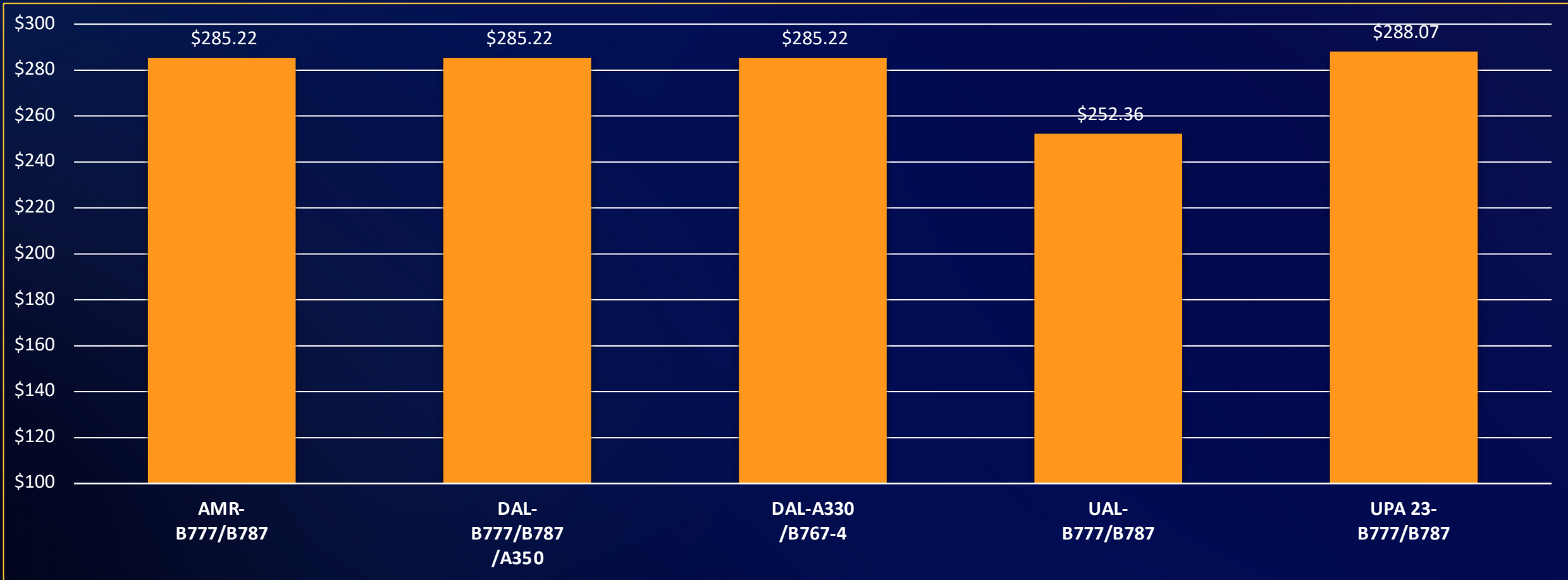
# LARGE AIRCRAFT – 12 YEAR CAPTAIN RATE (B777/B787/A350/B767-4)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



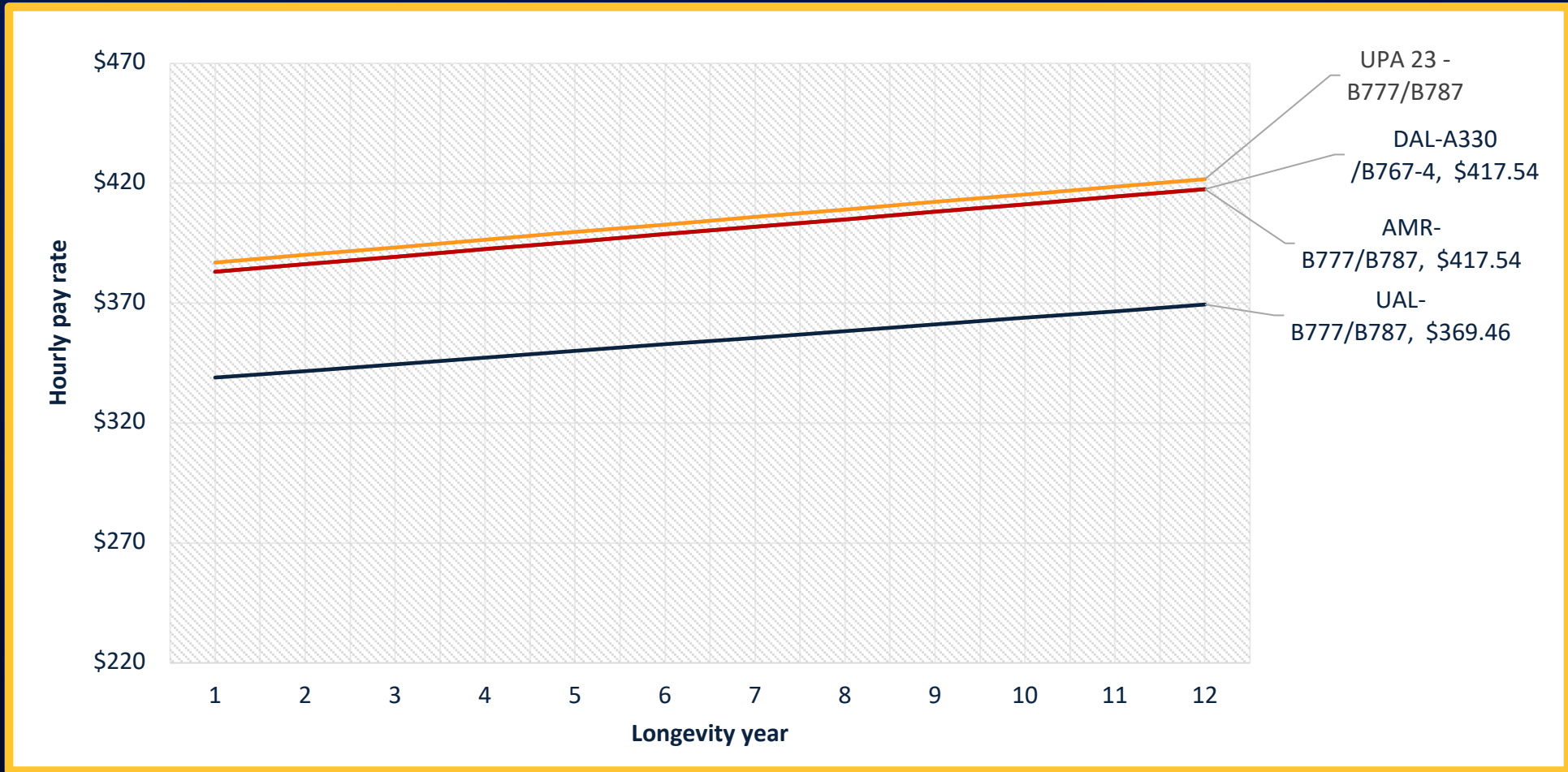
# LARGE AIRCRAFT – 12 YEAR FIRST OFFICER RATE (B777/B787/A350/B767-4)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



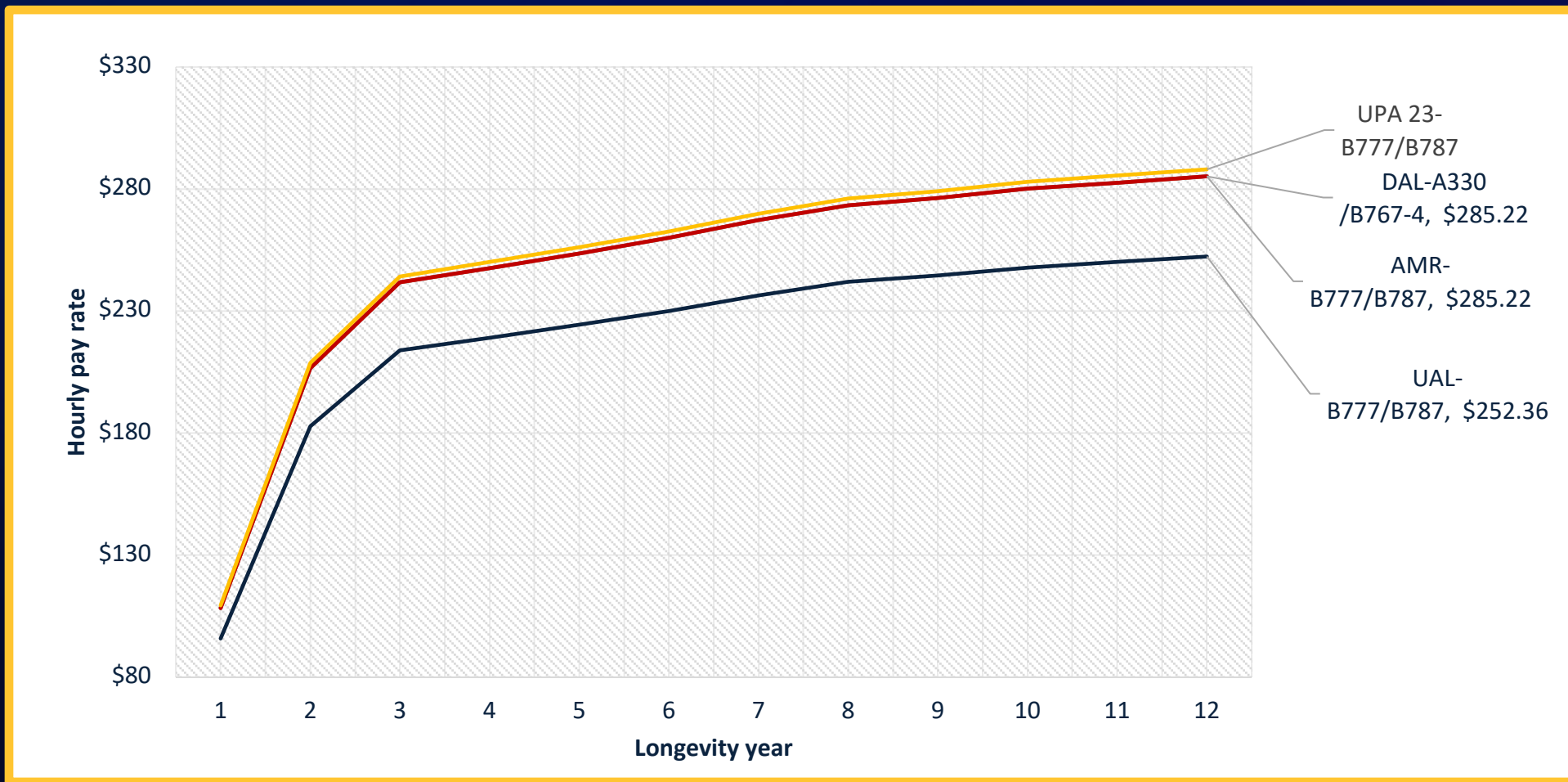
# LARGE AIRCRAFT CAPTAIN SCALES (B777/B787/A350/B767-4)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



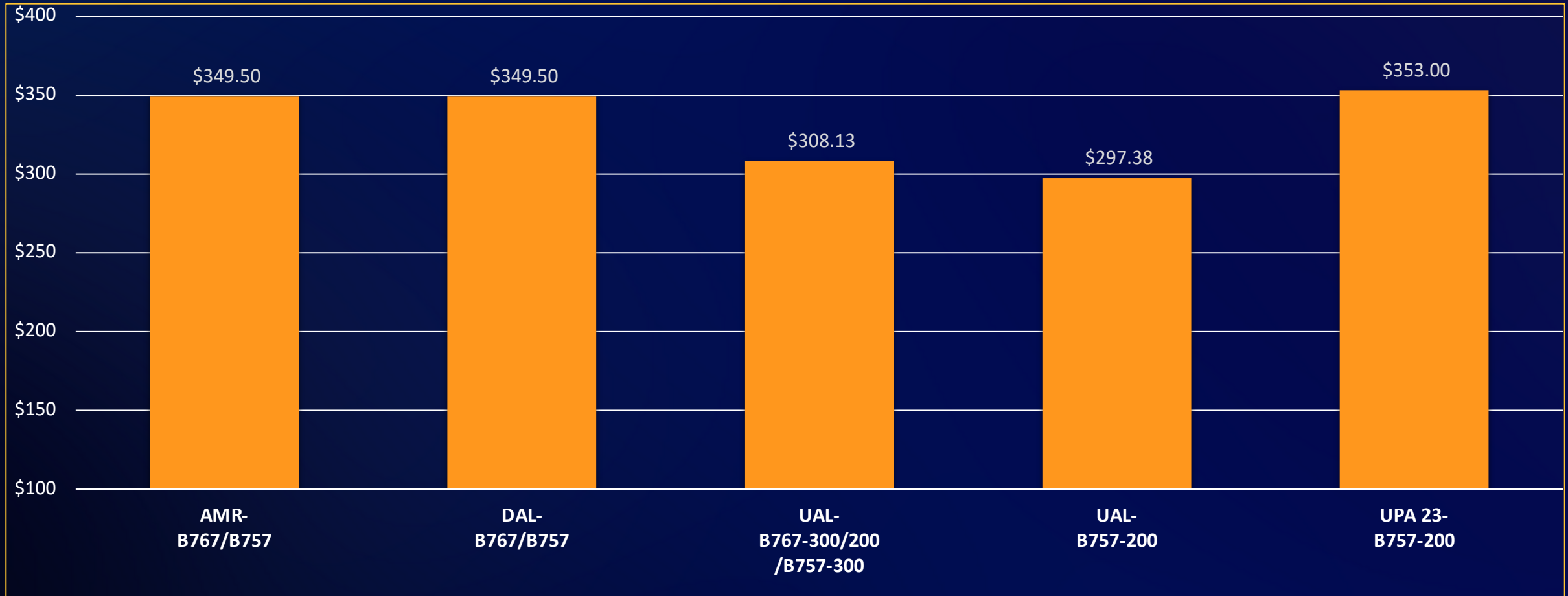
# LARGE AIRCRAFT FIRST OFFICER SCALES (B777/B787/A350/B767-4)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



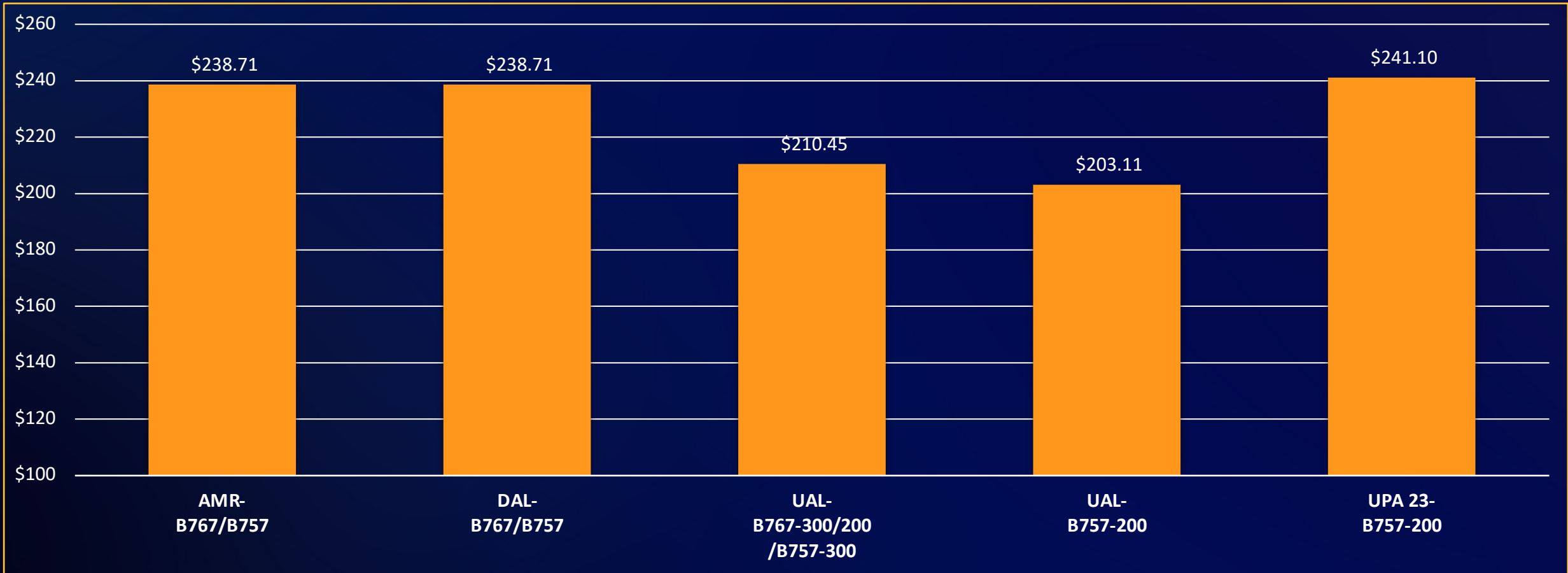
# MEDIUM AIRCRAFT – 12 YEAR CAPTAIN RATE (B767/B757)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



# MEDIUM AIRCRAFT– 12 YEAR FIRST OFFICER RATE (B767/B757)

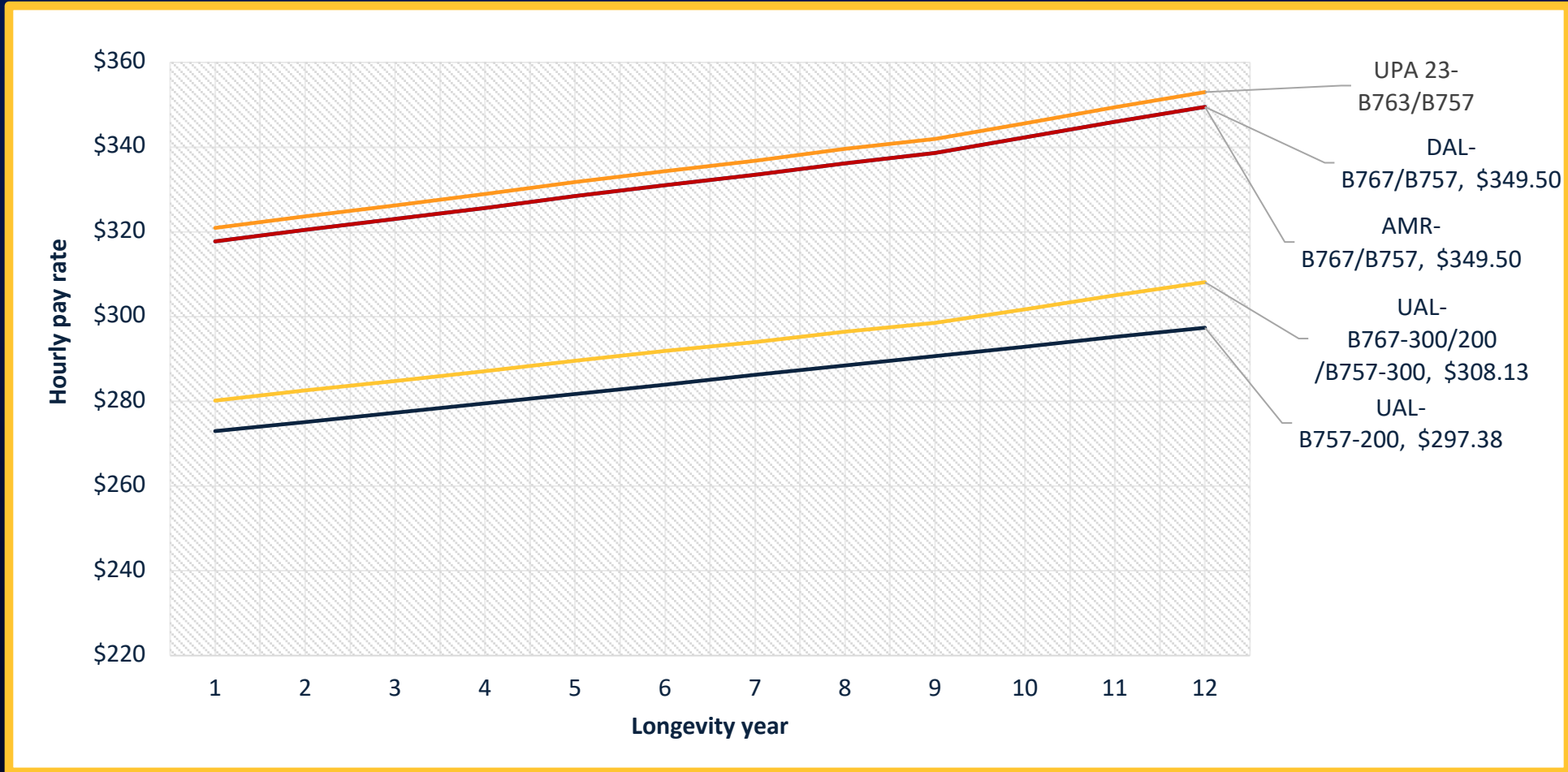


NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)





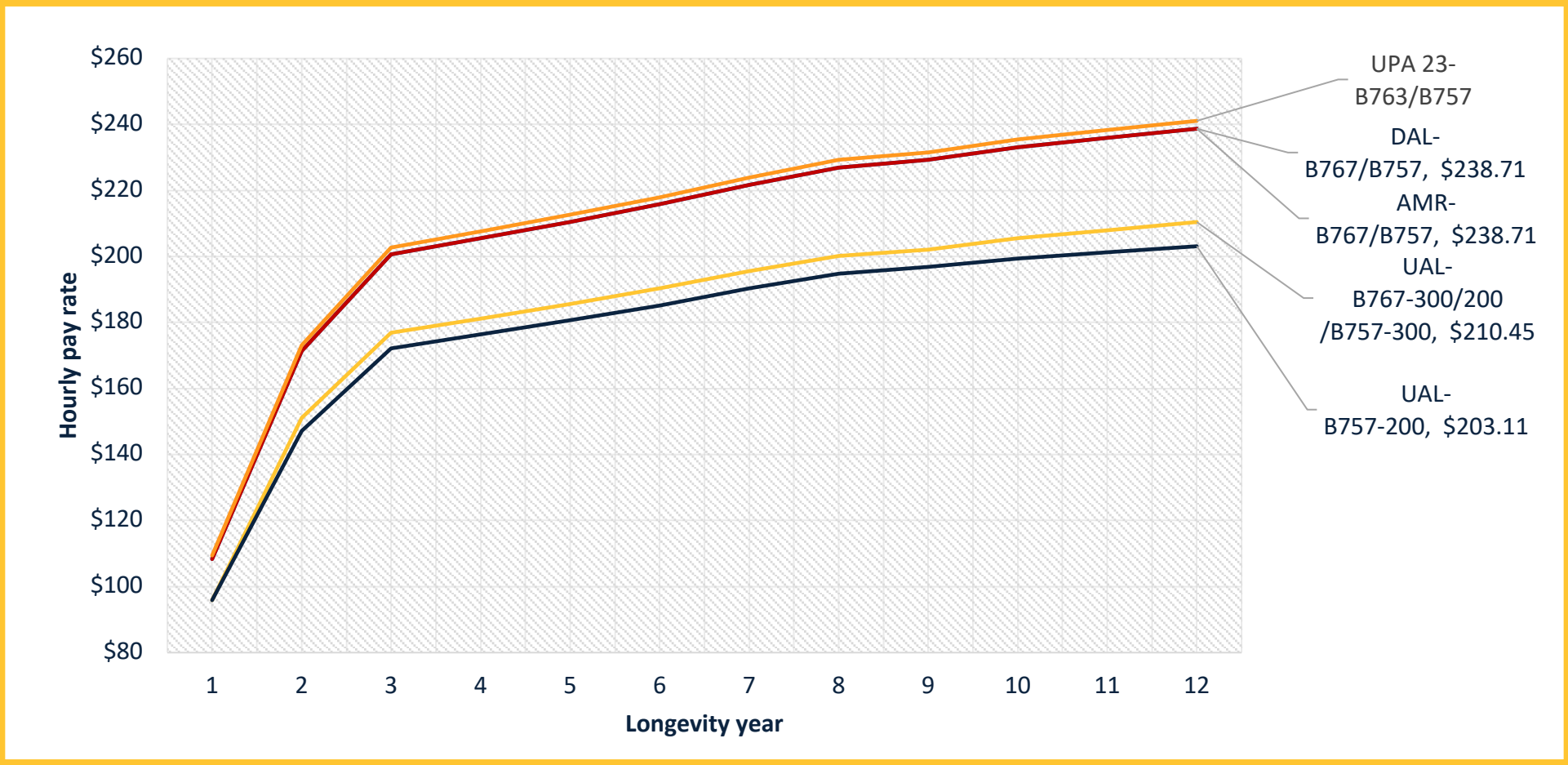
# MEDIUM AIRCRAFT CAPTAIN SCALES (B767/B757)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



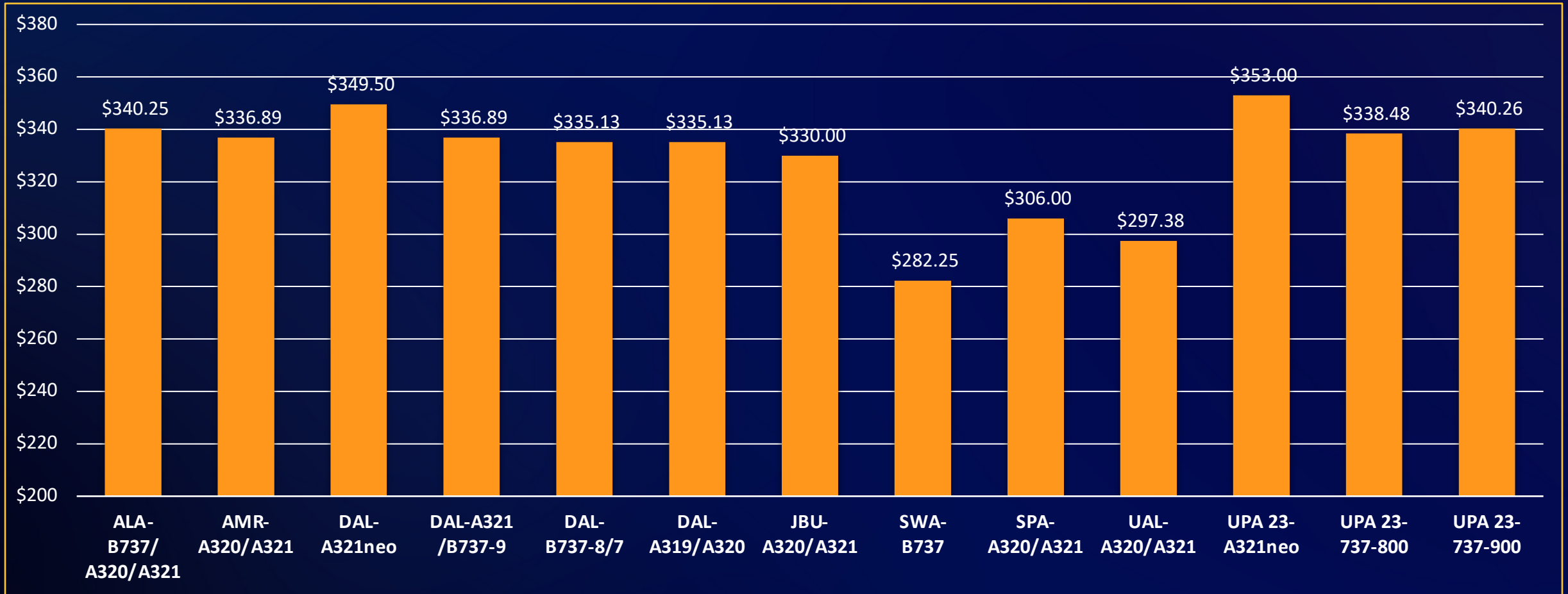
# MEDIUM AIRCRAFT FIRST OFFICER SCALES (B767/B757)



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



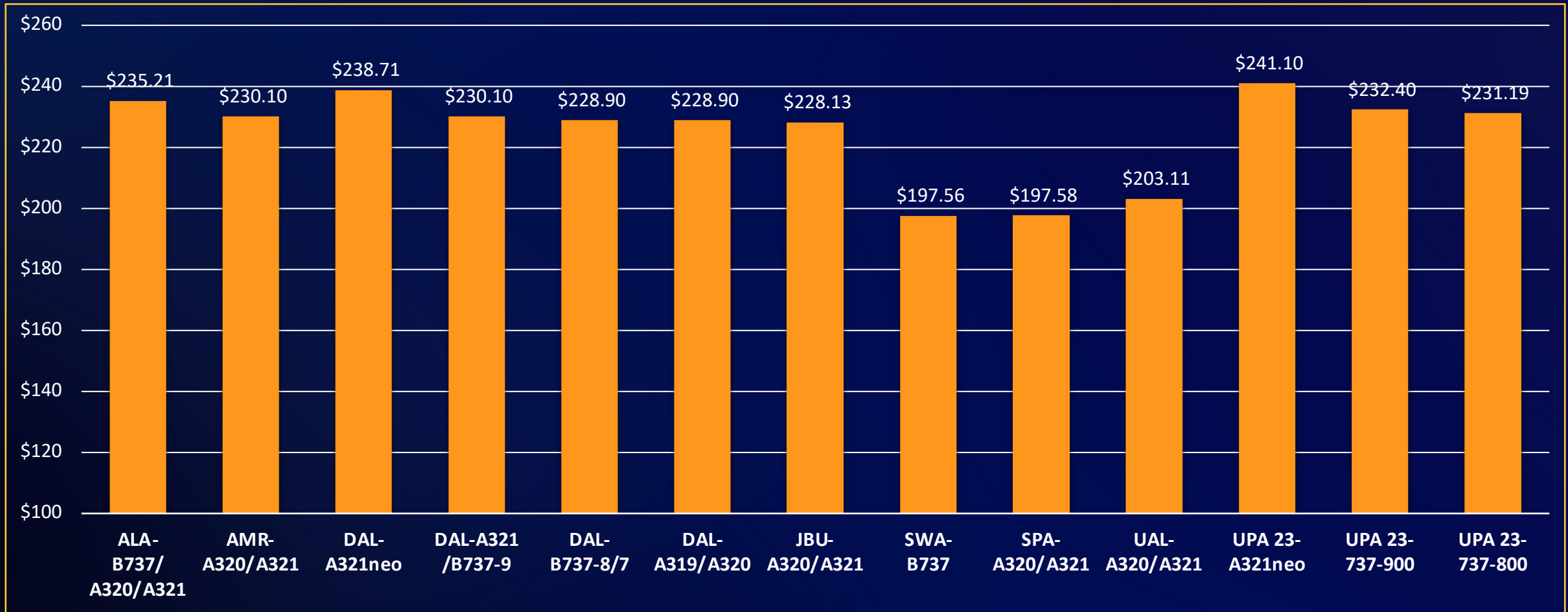
# A321/ A320/A319 / B737- 900/800/700 – 12 YEAR CAPTAIN RATE



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



# A321/ A320/A319 / B737- 900/800/700 – 12 YEAR FIRST OFFICER RATE

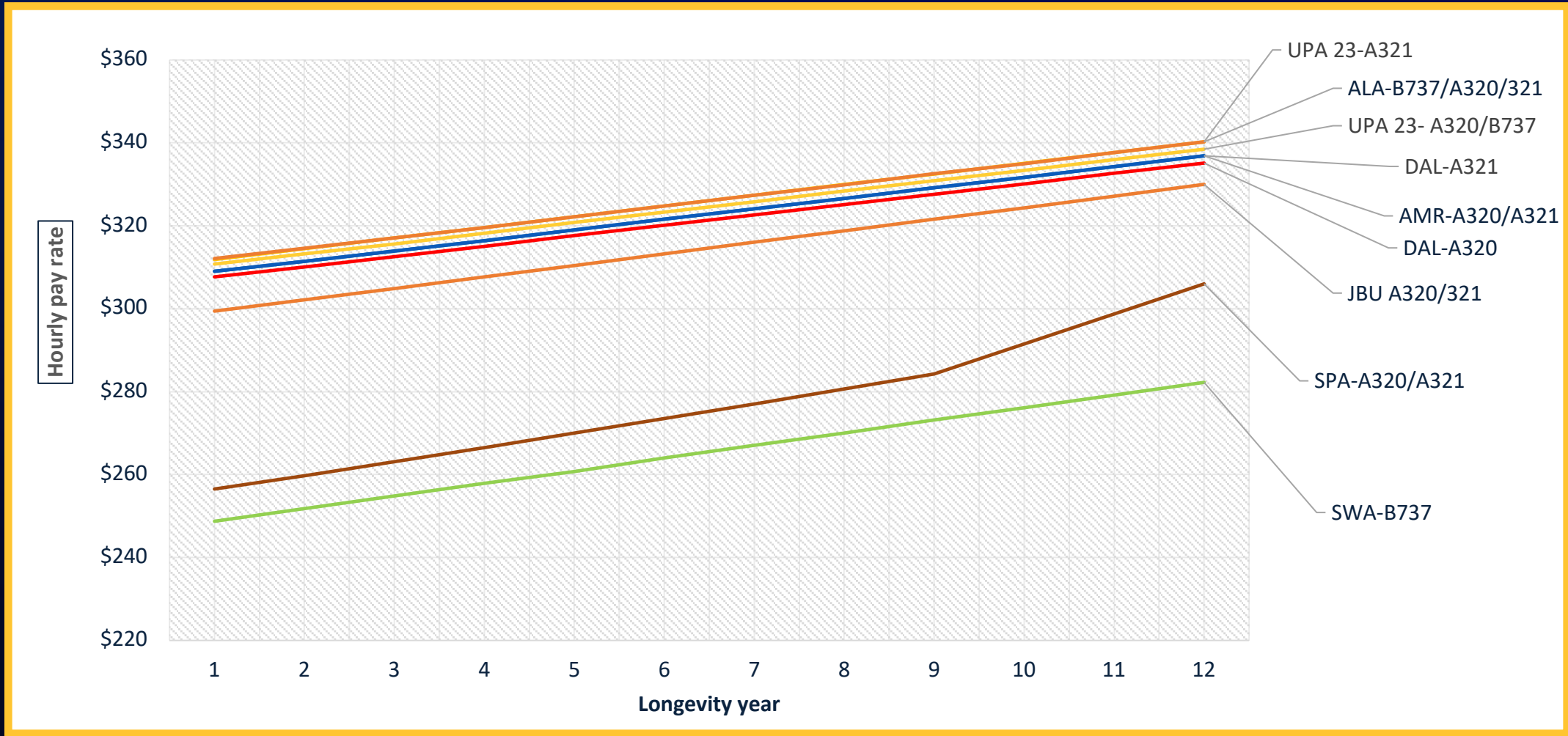


NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



# B737/A320 AND SIMILAR CAPTAIN SCALES

## A321/ A320/A319 / B737- 900/800/700

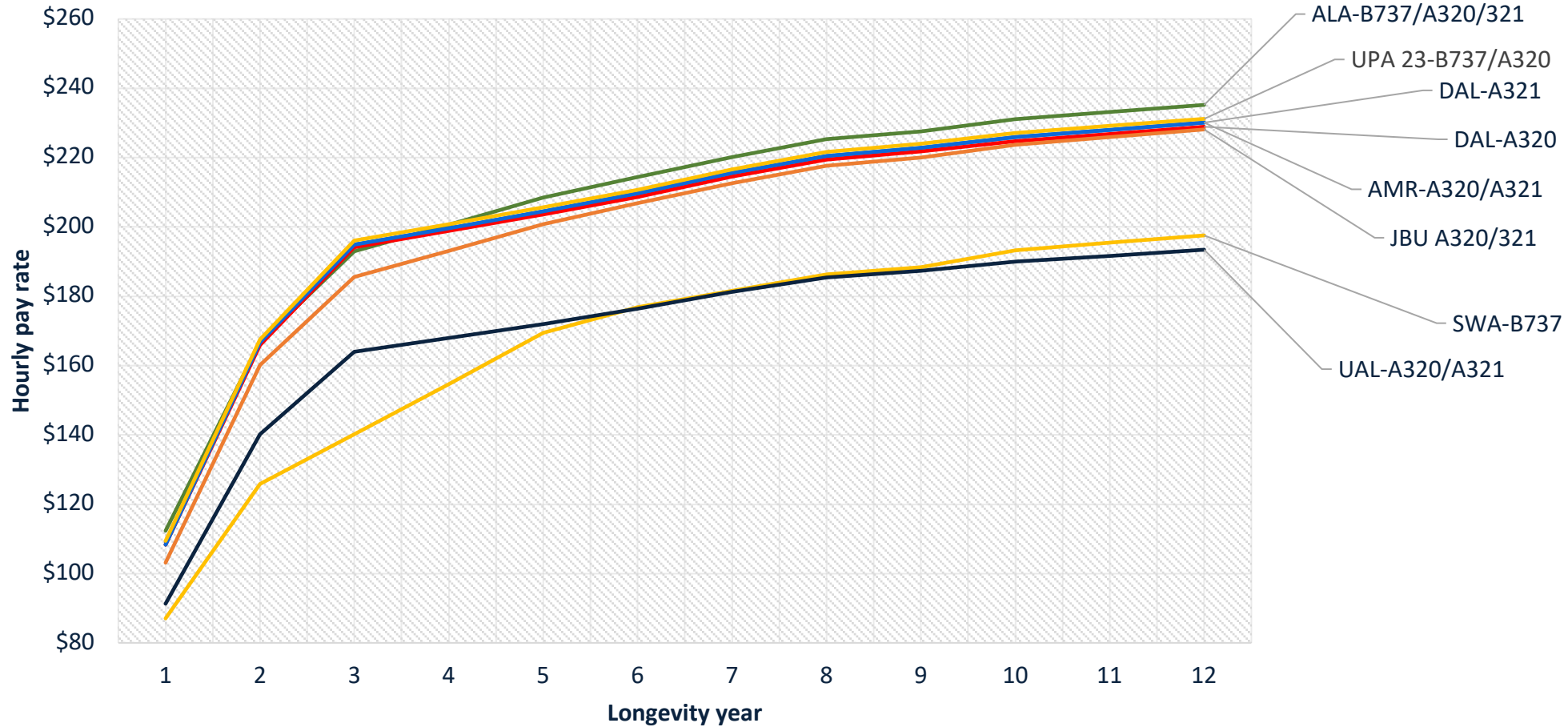


NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



# A320 AND SIMILAR FIRST OFFICER SCALES

## A321/ A320/A319 / B737- 900/800/700



NOTE: UPA 23 Pay Rates are only effective at Date of Signing (DOS)



# FUTURE SCHEDULED INCREASES

- **Alaska**
  - 4% increase on 9/1/2024 or MRA
- **American\***
  - 5% increase on 5/2/2024
  - 4% increase on 5/2/2025
  - 4% increase on 5/2/2026
  - 3% increase on 5/2/2027
- **Delta**
  - 5% increase on 1/1/2024
  - 4% increase on 1/1/2025
  - 4% increase on 1/1/2026
- **JetBlue**
  - ~3.03% on 8/1/2024 or MRA
- **Southwest**
  - None
- **Spirit**
  - ~4% increase on 1/1/2024 for FOs and ~4% to ~7.5% increase for CAs
- **United**
  - None
- **UPA 23**
  - 5% increase on 1/1/2024
  - 4% increase on 1/1/2025
  - 4% increase on 1/1/2026
  - 3% increase on 1/1/2027

\*If UPA23 ratifies:

- 5% increase on 1/1/2024
- 4% increase on 1/1/2025
- 4% increase on 1/1/2026
- 3% increase on 1/1/2027



# MARKET RATE ADJUSTMENT

- **Alaska**

- “Snap up” clause: average of the following top of scale Captain rates: United (737-MAX 8/9), American (Group II), Delta (737-900), Southwest, and JetBlue (A320/321)

- **American**

- If the initial percentage increase to pay rates contained in the United Airlines July 2023 Agreement in Principle is ratified, the 2023 CBA hourly pay rates in paragraph 3.B. of this CBA will increase by the percentage difference between the 2023 CBA hourly pay rates and the resulting pay rates at United after the existing pay adjustment clauses in the 2023 Delta CBA (“me-too”) and the United July 2023 Agreement in Principle (“snap-up”) are triggered and exhausted, i.e., after adjustments as provided in the Delta CBA “me-too” clause and United July AIP “snap-up” clause result in equivalent pay at United and Delta.
- The new hourly pay rates will be effective on the first day of the next Contractual Month after the conditions in this paragraph have been satisfied. The increase under the paragraph will not change the annual pay rate percentage increases in Section 3.B.1. of the 2023 CBA. This paragraph has a one-time application and becomes null and void either if the conditions described are not triggered, or once the one-time increase pursuant to this paragraph occurs.

- **Delta**

- If, during the term of the Delta PWA, either UAL or AA reach a new collective bargaining agreement which establishes a higher hourly rate of pay than Delta, a snap-up will occur. The top Captain rate of the highest paying aircraft that the respective carrier operates at their date of signing, and the top Captain rate then currently in effect for the Delta PWA will be compared. The hourly pay rates are not modified or adjusted in any way (such as by considering profit sharing earnings).
- If triggered, on a one-time basis for each of UAL and AA, the percentage difference between the top Delta rate and the higher rate identified above will be determined. All Section 3 B. 2. pay tables will increase by the determined percentage and will further be increased by an additional 1%.

- **JetBlue**

- The MRA mechanizes in a simple way. On August 1, 2023, and August 1, 2024, the average of the following top of scale Captain hourly pay is calculated:
  - United (average of all 320/321 variants)
  - American (average of all 320/321 variants)
  - Delta (average of all 320/321 variants, excluding NEO)
  - Southwest (average of 737-8/9/10—multiplied by 1.149 to account for TFP)
  - Alaska (average of 737-8/9/10, 320/321 variants)

- **United**

- None

- **UPA 23**

- Post Delta Snap Up, all rates increase 1%
- United pay rates will match Delta through 2026





# PROFIT SHARING

- **Alaska**

- Pilots will participate in the Alaska Air Group Performance Based Pay plan with a target payout of five percent (5%) of eligible earnings. The terms of the PBP plan will be made available to the Pilots annually.
- Quarterly incentive bonus for performance – not contractually mandated

- **American**

- 10% Pre-Tax Income up to \$2.5B and 20% Pre-Tax Income above \$2.5B (shared among eligible employees).
- Pensionable
- Performance based component of \$50 to \$150 per month.

- **Delta**

- 10% Pre-Tax Income up to \$2.5B and 20% Pre-Tax Income above \$2.5B (shared among eligible employees).
- Pensionable
- Performance based component of \$25–100 per month



# PROFIT SHARING (cont'd)

- **JetBlue**

- The contractual profit-sharing plan shall be funded with 10% of pre-tax profit up to a pre-tax margin of 18%, plus 20% of pre-tax profit in excess of a pre-tax margin of 18%
- Regardless of pre-tax profits (or losses), 5% of the total eligible earnings for all Company employees is deducted from the profit-sharing pool.

- **Southwest**

- 15% of earnings before taxes – contractual
- SWAPA BOD determines annual qualified deferral percentage, then rest in cash bonus. Four choices: 5%, 7.5%, 10%, or 100% into current plan
- Not Pensionable

- **Spirit**

- If the Company implements a profit-sharing/bonus plan for other employees, pilots shall be included as participants in such plan(s) on the same terms and benefit levels.

- **United**

- 10% of pre-tax profit up to a pre-tax margin of 6.9%
- 20% of pre-tax profit in excess of a pre-tax margin of 6.9%

- **UPA 23**

- 10% Pre-Tax Income up to \$2.5B and 20% Pre-Tax Income above \$2.5B.
- Pensionable



# HISTORICAL PROFIT-SHARING PAYOUT AS % OF PAY

Year	Alaska (PBP)	American	Delta	JetBlue	Southwest	United
2010	9.4%		6.5%		5.7%	5.9%
2011	6.7%		4.9%		3.0%	5.0%
2012	8.1%		6.7%		3.4%	2.1%
2013	9.6%		8.3%		6.2%	3.4%
2014	10.0%		16.6%		9.6%	3.8%
2015	9.3%		21.5%	11.0%	15.6%	13.0%
2016	8.7%	3.0%	17.8%	16.4%	13.2%	11.9%
2017	7.5%	2.2%	15.1%	2.9%	11.3%	6.1%
2018	6.5%	1.4%	14.0%	0.2%	10.9%	5.6%
2019	7.1%	1.4%	16.7%	0.0%	12.2%	7.7%
2020	5.0%					
2021						
2022	~5%		5.6%			1.7%



# FIRST OFFICER PAY AS A PERCENTAGE OF CAPTAIN PAY

AIRLINE	YR1	YR2	YR3	YR4	YR5	YR6	YR7	YR8	YR9	YR10	YR11	YR12
Alaska	36.0%	53.0%	60.9%	62.8%	64.7%	66.0%	67.3%	68.3%	68.4%	69.0%	69.1%	69.1%
American	35.1%	53.5%	62.1%	63.1%	64.1%	65.2%	66.5%	67.5%	67.7%	68.1%	68.2%	68.3%
Delta	35.1%	53.5%	62.1%	63.1%	64.1%	65.2%	66.5%	67.5%	67.7%	68.1%	68.2%	68.3%
JetBlue	36.0%	53.0%	60.9%	62.8%	64.7%	66.0%	67.3%	68.3%	68.4%	69.0%	69.1%	69.1%
Southwest	30.0%	50.0%	55.0%	60.0%	65.0%	67.0%	68.0%	69.0%	69.0%	70.0%	70.0%	70.0%
Spirit	31.4%	54.1%	57.2%	59.2%	62.2%	64.2%	66.1%	66.1%	67.1%	67.1%	67.4%	66.4%
United	35.1%	53.5%	62.1%	63.1%	64.1%	65.2%	66.5%	67.5%	67.7%	68.1%	68.2%	68.3%
UPA 23	35.2%	53.5%	62.1%	63.1%	64.1%	65.2%	66.5%	67.5%	67.7%	68.1%	68.2%	68.3%



# HOLIDAY PAY

Carrier	Holidays	Pay
Alaska	Independence, Halloween, Thanksgiving, Christmas, New Years Eve, New Years Day	5 hours Additional pay
American	Thanksgiving (along with Wednesday before), Sunday and Monday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day	200%
Delta	New Year's Eve, New Year's Day, Memorial Day, July 4th, Thanksgiving, Christmas Eve, Christmas Day	Any rotation that touches a listed holiday will receive an additional ADG (5:15) pay/no credit for each holiday
JetBlue	Independence, MLK, Memorial, Thanksgiving, Christmas, New Years	200%
Southwest	Thanksgiving, Christmas, New Years	150%
Spirit	Thanksgiving, Christmas, New Years, July 4th	\$75
United	None	None
UPA 23	New Year's Day & Eve*, Labor Day, Fourth of July, Halloween, Thanksgiving, Christmas Day & Eve*	5:15 for trips that touch holidays; *Touches from 1300 to 2359



# DAY/NIGHT DIFFERENTIAL

Carrier	Captain/First Officer	Notes
Alaska	-	
American	-	
Delta	-	
JetBlue	\$13.00/hour	Any leg scheduled to operate from 0100-0500 base local time
Southwest	3% of leg credit	Re-eye override for flights operated from 0100-0400 pairing domicile time
Spirit*	\$13.00/hour	Any leg scheduled to operate during 0100 and 0500 (Local Domicile Time)
United	-	
UPA 23	-	

\* Spirit rates effective 1/1/2024

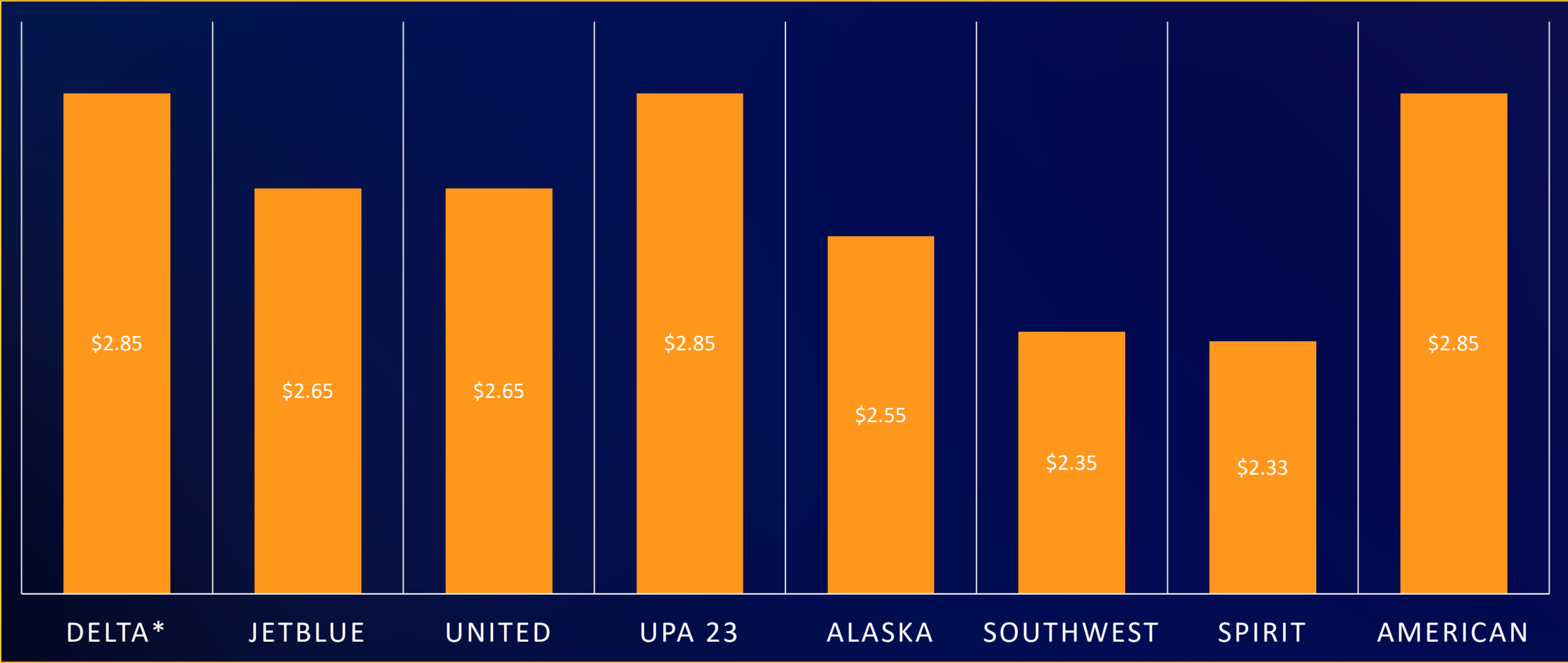


# INTERNATIONAL OVERRIDE PAY – PER HOUR

Carrier	Captain	First Officer	International Trigger
Alaska	\$6.25	\$5.25	All flying other than domestic, including ETOPS
American	\$7.00 Narrowbody Long-Haul*: \$8.00	\$5.00 Narrowbody Long-Haul*: \$6.00	All areas except contiguous 48 U.S. States and Canada *Europe, South America, and Hawaii
Delta	\$6.50 Ocean Crossing: \$8.00**	\$4.50 Ocean Crossing: \$6.00**	All areas except contiguous 48 U.S. States, Alaska. **767-300 and smaller airplanes
JetBlue	\$6.00	\$5.00	International override applies to operating segments that depart or arrive outside of CONUS, Alaska, Canada, and San Juan
Southwest	3% of leg credit	3% of leg credit	All flying outside the 48 contiguous U.S. States
Spirit	8% for hours flown or credited	8% for hours flown or credited	Flying outside the contiguous 48 U.S. States, Alaska, Canada, Mexico, and the Caribbean
United	\$6.50	\$4.50	All flying outside the contiguous 48 U.S. States, Alaska, and Canada
UPA 23	\$7.00	\$5.00	All flying outside the contiguous 48 U.S. States, Alaska, and Canada



# HOURLY PER DIEM – DOMESTIC

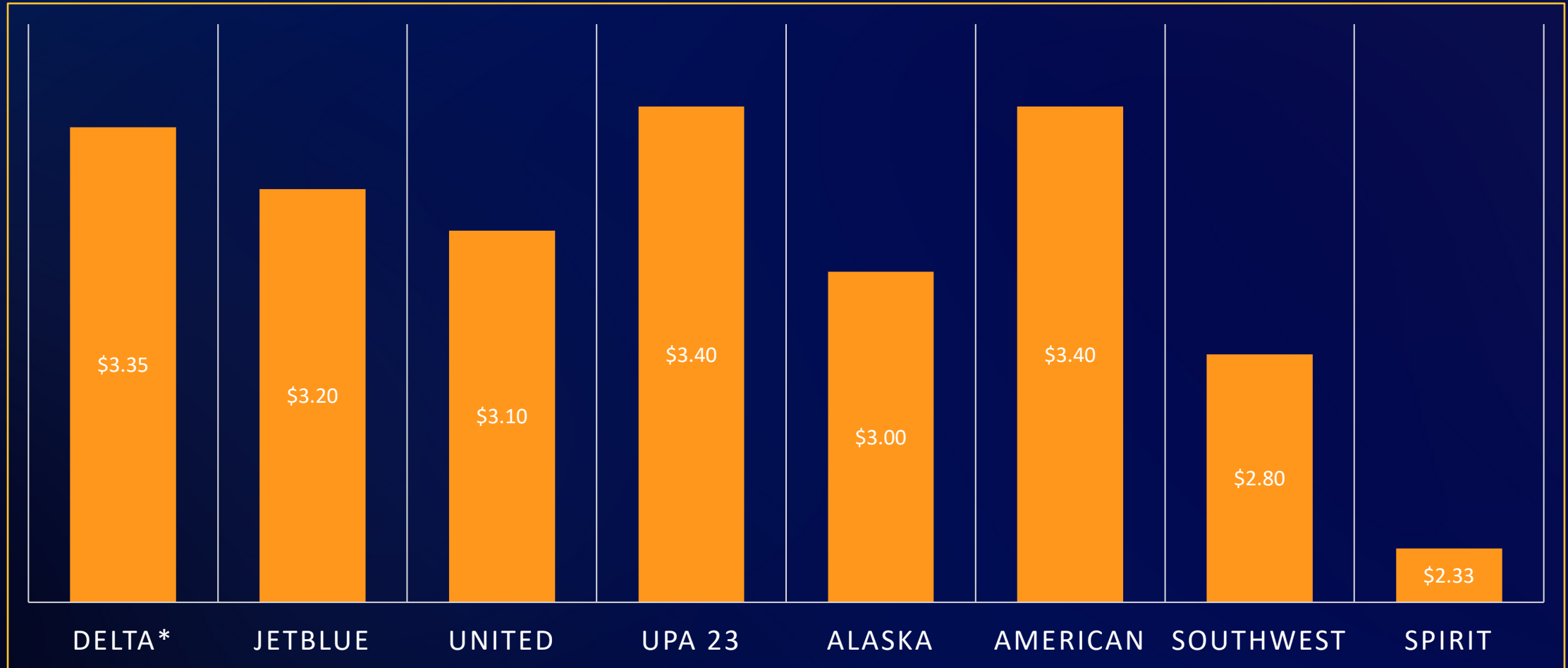


Delta Domestic per diem adjusted on an annual basis to 90% of the government M&IE rate based on a weighted average of the top 10 layover cities, by volume, rounded up to the nearest whole \$.05  
United: rates increase \$0.05 cents on 1/1/24 and 2.5% for each subsequent year starting 2025





# HOURLY PER DIEM – INTERNATIONAL



Delta International per diem adjusted on an annual basis to 60% of the government M&IE rates based on a weighted average of top 5 layovers cities, by volume, in each of the following theaters: Atlantic, Pacific, Americas, and effective on DOS rounded up to the nearest whole \$.05

United: rates increase \$0.05 cents on 1/1/24 and 2.5% for each subsequent year starting 2025





# VACATION, SICK, INSTRUCTOR/LCA



# VACATION RULES/WEEKLY CREDIT

Carrier	Vacation Year	Vacation Drops	Fly on Vacation	Sell Back	Vacation Week Credit Hours
Alaska	Jan.-Dec.	No	Yes	Yes, if company cancels and pilot agrees	24:30
American	Apr.-Mar.	No	No	Yes	25:36
Delta	Apr.-Mar.	Yes	No	No	28:00 (2023-2024) 29:45 (2024-2025) 32:05 (2025-2026)
JetBlue	Jan-Dec.	Yes	Pick up flying over vacation, & premium open time if Available	No	35:00
Southwest	Jan-Dec.	No	Yes	Yes	22:52
Spirit	Jan.-Dec.	Yes	X/Y (Premium flying) lists only*	Yes, up to 8 hrs. per month	At pilot option, value can be between 12 and 44 hours for 7-9 days
United	May.-Apr	Yes	No	Yes	22:45
UPA23	May.-Apr	Yes	No	Yes	22:45 (2023-2024) 26:15 (2024-2025) 29:45 (2025-2026)

\*SPA: X/Y lists- Premium flying

# VACATION – ACCRUAL

Accrual Rate – Annual Vacation Days															
Longevity Year	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30+
Alaska	15	15	21	21	24	24	30	30	30	35	35	35	40	40	41
American	21	21	22	24	26	28	30	31	31	35	35	35	35	35	35
Delta	14	14	21	21	21	28	28	35	35	35	35	35	35	35	35
JetBlue*	14	14	14	14	21	21	21	21	21	28	28	28	28	28	28
Southwest	14	14	21	21	28	28	28	28	35	35	35	35	35	35	35
Spirit	14	14	21	21	21	21	21	28	28	28	28	28	35	35	35
United	14	14	21	21	21	35	35	35	35	35	35	35	42	42	42
UPA23	14	14	21	21	21	35	35	35	35	35	35	35	42	42	42

\*JetBlue is a Vacation PTO system; pilots must take vacation (there is no sellback)



# VACATION – PAY

Carrier	Vacation Pay - Hours Per Day	Notes
Alaska	3.75	Pay only until 1/1/2024 and then 3.75 pay and credit per day
American	4.58 (beginning 2024/2025)	Vacation Day 24 hours (0001-2359) Monday-Sunday
Delta	4.00	Effective with the 2023-2024 vacation year, a pilot will receive 4:00 hours per day of vacation. This value will increase to 4:15 per day for the 2024-2025 vacation year and finally to 4:35 hours per day for the 2025-2026 vacation year.
	4.25	
	4.58	
JetBlue	5.00	
Southwest	3.27	In some circumstances, trips that overlap with vacation will pay in addition to daily/weekly rate
Spirit	4.00	At pilot option, value can be between 12 and 44 hours for 7–9 days
United	3.25	
UPA23	3.75	Effective with the 2023-2024 vacation year, a pilot will receive 3:45 hours per day of vacation. This value will increase to 4:15 per day for the 2024-2025 vacation year forward.
	4.25	



# VACATION DISTRIBUTION

- **Alaska**
  - Min. of 3% for three bid periods
  - All the rest evenly
- **American**
  - Min. of 5% per bid period
- **Delta**
  - Prior PWA, min. of 1% per week
  - Starting with 2024-25 vacation year, weekly distribution will be 1.3%, except for summer months (1.25%).
    - 5.5% per bid period, 18% for the 3 periods combined
- **JetBlue**
  - Evenly distributed within bid month
  - 7% minimum, 6% allowed for 3 nonconsecutive bid months
  - 19% company discretion
- **Southwest**
  - Jan.–May: min. of 6%
  - June–Aug.: min. of 26.3%
  - Sept.–Oct.: min. of 6%
  - Nov.–Dec.: min. of 8.8%
- **Spirit**
  - Allotments are jointly constructed
- **United**
  - Min. of 6% per bid period
- **UPA23**
  - Min. of 6% per bid period

# SICK LEAVE

Carrier	Accrual	Maximum Bank	Sellback – Annual / At Retirement	Pay per Day
Alaska	5.5 Hours per Month	1,000 Hours	At Retirement: <300:00 - 25% 300:00 – 499:00 - 50% >499:00 - 100%.	Regular: Trips Missed Reserve: 2.83 Hours
American	5 Hours per Month; 5 Hour ESB Accrual	1,000 Hours; 180 for ESB	Value of any sick leave accrued during year of retirement will be paid out or deposited in Retiree Health Reimbursement Agreement account	Regular: Trips Missed Reserve: 1/18 <sup>th</sup> of awarded reserve line guarantee for each reserve day
Delta	50 -270 Hours per Year, depends on YOS	No Language	No Language	Regular: Trips Missed Reserve: Trips Missed or 4.23-4.43 Hours
JetBlue	6.0 hours PTO per month	510 hours	Any excess of 100 hours monthly or 25% in December at straight pay	Regular: Trips Missed Reserve: Proration of Min Pay Guarantee
Southwest	8:24 (9.5 TFP) *Accrues at 1:10 per TFPs flown	1,392 Hours (1,600 TFP)	Upon retirement, sick leave may be traded for continued medical coverage and optional dental at the rate of 1 month for each 10 TFP in bank	Regular: Trips Missed Reserve: 5.22 Hours (5:13 or 6 TFP)
Spirit	5 Hours per Month	700 Hours	Mandatory Retirement with 25 YOS = Sick Leave 100% of Hourly Pay; Variable Pay based on retirement/YOS	Trips Missed
United	5 Hours per Month	1,300 Hours	No payment for sick leave balance	Regular: Trips Missed Reserve: 4.05 Hours
UPA23	6 Hours per Month; 4 Hour ESB Accrual	1,300 Hours; 180 for ESB	No payment for sick leave balance	Regular: Trips Missed Reserve: 4.3 Hours

\*SWA: 82:40 or 95 TFP bid line average used as the basis for calculation

# DEADHEAD

Carrier	Pay and Credit	Seat Location	Amenities
Alaska	100% Pay and Credit	1) First Class; 2) Exit Row Aisle or Window; 3) Aisle or Window forward of the over wing exit row; *Aisle or window Preference stated by Pilot	Flights 5 or more hours shall be seated in First Class; Reimbursed for Wi-Fi; free for purchase meal; if seated in first-class, first-class meal
American	100% Pay and Credit		Business class for transoceanic international flights and flights from or to Hawaii/Alaska
Delta	100% Pay and Credit	Delta One ( or first class if not equipped with Delta One) on ocean crossings, NRT or HND if more than 5:30 hours ; Highest class of service if 3+hr segment preceding segment pilot will operate or any red-eye; all others will follow: 1) second highest class on board the aircraft aisle seat. 2) second highest class on board the aircraft window seat. 3) third highest class on board the aircraft aisle seat. 4) third highest class on board the aircraft window seat. 5) fourth highest class on board the aircraft aisle seat, if applicable. 6) fourth highest class on board the aircraft window seat, if applicable. 7) second highest class on board the aircraft middle seat. 8) third highest class on board the aircraft middle seat. 9) fourth highest class on board the aircraft middle seat, if applicable.	
JetBlue	100% Pay and Credit	For Primary Pairings, the Company shall book a window or aisle seat for each Pilot Deadhead. For Secondary Pairings, the Company shall book a window or aisle seat, if available (excluding Mint or equivalent).	
Southwest	100% Pay and Credit		
Spirit	100% Pay and Credit	1) Window or Aisle; 2) Middle	Premium Seat upgrade if available. Allowed to board in the First Boarding Zone
United	100% Pay and Credit	1) Aisle; 2) Window; 3) Middle	First Class seating, if available at the time of booking; otherwise in Business Class or Economy Plus for all flights. Aisle first, then Window then Middle; Highest upgrade priority; Middle seat DH pays 50% scheduled flight time
UPA23	100% Pay and Credit	1) Aisle; 2) Window; 3) Middle	First Class seating, if available at the time of booking; otherwise in Business Class or Economy Plus for all flights. Aisle first, then Window then Middle; Highest upgrade priority; Middle seat DH pays 50% scheduled flight time





# TRAINING PAY

Carrier	Long Term	Short Term	Home Study/Distance Learning
Alaska	85 Hours Monthly Guarantee	5.0 Hours Pay and Credit	58% of Hourly Rate
American	Greater of Value or trips dropped or 3:05 per day	5 Hours Pay per Day	1 Minute for every 1.5 Minutes
Delta	Greater of Value or trips dropped or 3:05 per day	4:15 Pay/No Credit for CQ Training; 5:00 beginning Jan 1, 2024	Greater of 1:00 pay or 1 minute for every 1.5 minutes
JetBlue	80-hour guarantee (15 days or more in a bid period)	4 Hours Pay and Credit per Day	1 Minute for every 2 Minutes
Southwest	1) 5.67 Hours Pay and Credit per Day for AQP and non-recurrent training 2) 4.35 Hours Pay and Credit per Day for initial, upgrade, and requalification	1) 5.67 Hours Pay and Credit per Day for AQP and non-recurrent training 2) 4.35 Hours Pay and Credit per Day for initial, upgrade, and requalification	1 Minute for every 1.5 Minutes
Spirit	4.0 Hours Pay and Credit in domicile or Trip pay out of domicile	4.0 Hours Pay and Credit in domicile or Trip pay out of domicile	5:00 per day; not to exceed 2 days and training not more than 9 hrs.
United	3:00 Hours Pay and Credit per Day	1) 3.75 Hours Pay and Credit per Day 2) 5 Hours Pay and Credit per Day for Reserve	1 Minute for every 4 Minutes Minimum of 1 Hour
UPA23	3:07 Hours Pay and Credit per Day	4:15 Hours Pay and Credit per Day (2023) 5:00 Hours Pay and Credit per Day	1 Minute for every 1.5 Minutes Minimum of 1 Hour



# INSTRUCTOR SUMMARY

Instructor	Pay per event	Guarantee	Non-Seniority List Instructors	Instructor Compensation
Alaska	5:00	75:00	Not allowed to perform evaluations	Instructor pay not codified in contract Override: Instructor 27%, Check Airmen 30%, Instructor Evaluator 35%, APD 40%
American	5:21	90:57	Not allowed to perform evaluations	Pay rate of 12-year CA in highest held status
Delta	5:18	90:06	Not allowed to perform type rides. May not be seat support during checking event Non-APD, limitations on conducting evaluations	CA Instructor: highest held status FO Instructor: highest held status LCA override: 30% of the rate of the highest paying aircraft
JetBlue	5:00	90:00	Max of 25% may be non seniority list instructors Not allowed to perform evaluations	Pay at their applicable rate
Southwest	5:13**	** (based on 6 TFP)	Not allowed to perform evaluations	Instructor pay not codified in the contract
Spirit	3:00-5:30*	72:00	Can be retired seniority list pilots. May conduct ground school and a limited number of FTD events	Instructor override: \$20 per hour (ground/sim/FTD) LCA override: \$27.50 per hour (Sim prof. checks) Designated Examiner \$50 per hour *5:30 applies to typical simulator/FTD event



# INSTRUCTOR SUMMARY (cont'd)

Instructor	Pay per event	Guarantee	Non-Seniority List Instructors	Instructor Compensation
United	5:18	90:00	Only allowed for ground school	Instructor Pay: Widebody 9 <sup>th</sup> year FO pay + monthly override if an FO Evaluator Pay: Best held seat + monthly override LCA Override: \$1,350 APD: \$1485 Instructor: 810 Sim Validation Quals: \$1215
UPA23	5:18	90:00	Only allowed for ground school	Instructor Pay: 12 <sup>th</sup> yr A320 CA pay (blended rate) + monthly override if an FO Evaluator Pay: Best held seat + monthly override LCP Override: \$1,616 (DOS) - \$1,910 (2027) APD: \$1,776 (DOS) - \$2,100 (2027) Instructor: \$976 (DOS) - \$1,153 (2027) Sim Validation Quals: \$1,456 (DOS) - \$1,721 (2027)



# LCP SUMMARY

Line Check Airmen	Override	Notes
Alaska	Check Airmen: 30% Instructor Evaluator: 35% APD: 40%	Instructor pay not codified in contract. Pay based on instructor's qualifications, not type of training being performed Function as check airmen in the training center and on the line
American	Protected at pay rate of highest position he can hold	Salary of 90:57 Certain circumstances can drive monthly pay higher
Delta	30%	For legs performing duties; override is 30% of the rate of the highest paying aircraft type in the Company's fleet
JetBlue	22.1%	*For all events, plus 3-hour monthly stipend (based on hourly base rate)
Southwest	LCA: 6.1 hours per month* LCA Special Qualification: 7.8 hours per month**	Instructor pay not codified in contract. *Based on 7.5 TFP **Based on 9.5 TFP. Additional overrides based on LCA special qualifications. LCA paid 1.25 of actual flight time while conducting training
Spirit	\$55 per hr. (\$65 on Jan 1, 2024)	Minimum of 5:30 per duty period



# LCP SUMMARY (cont'd)

Line Check Airmen	Override	Notes
United	\$27	For any Trip that the LCA is utilized in an LCA capacity, he shall receive an LCA Override of twenty-seven dollars (\$27) per hour for the pay value hours of the Trip.
UPA23	\$105.43 (DOS) - \$124.56 (2027)	For any Trip that the LCP is scheduled in an LCP capacity, he shall receive an LCA Override of \$105.43 per hour for the pay value hours of the Trip.



# RETIREMENT & INSURANCE



# RETIREMENT

Airline	Plan Type	Eligibility	Vesting	Company Contributions	Company Matching Contributions	415(c) Excess	401(a)(17) Excess	Pilot Pre-Tax Contributions	Pilot After-Tax Contributions	Auto Enrollment	Roth 401(k)	Brokerage Account
ALA	401(k) Plan	30 days of service	Immediate	16% to increase by 1% if any 3 of the following carriers increase contributions to 17%: DAL, UAL, AAL, SWA, JBU. Applicable Company DC contributions continue during disability based on the amount of the disability benefit.	N/A	Paid in cash	Paid in cash	Up to maximum permitted by law Percent of pay only	Permitted	3% auto-enrollment	Yes	Yes
AAG	401(k) Plan	Immediate; 1 y/s for Company contributions	Immediate	16% (increasing to 17% in 2024, and 18% in 2026)	N/A	Contributed to RHRA or Market Based Cash Balance Plan (MBCBP)	Contributed to RHRA or MBCBP	Up to 75% Percent of pay only	Up to maximum permitted by law	6% auto-enrollment 1% auto-escalation to 10%	Yes; automated in-plan conversion of after-tax contributions available	Yes
DAL	401(k) Plan	Immediate; 1 y/s for Company contributions	Immediate	16% (increasing to 17% in 2024, and 18% in 2026)	N/A	Paid in cash or MBCBP	Paid in cash or MBCBP	Up to 75% Percent of pay only	Up to maximum permitted by law		Yes; automated in-plan conversion of after-tax contributions available	Yes
JBU	401(k) Plan	Immediate	3-yr cliff	16%	N/A	Contributed to the pilot's RHP (HRA VEBA) account	Paid in cash	Up to maximum permitted by law Percentage or fixed dollar	Permitted		Yes	Yes



# RETIREMENT (cont'd)

Airline	Plan Type	Eligibility	Vesting	Company Contributions	Company Matching Contributions	415(c) Excess	401(a)(17) Excess	Pilot Pre-Tax Contributions	Pilot After-Tax Contributions	Auto Enrollment	Roth 401(k)	Brokerage Account
SPA	401(k) Plan	2 m/s	6-year graded: 2<3 y/s - 20%; 3<4 y/s - 40%; 4<5 y/s - 60%; 5<6 y/s - 80%; 6 + y/s - 100%	16%	N/A	Paid in cash	Paid in cash	Up to 60% Percent of pay only	Not permitted		Yes	Yes
UAL	401(k) Plan	Immediate	Immediate	16%	N/A	Contributed to RHA VEBA	Contributed to RHA VEBA	Up to maximum permitted by law Percentage or fixed dollar	Up to maximum permitted by law	5% auto- enrollment	Yes	Yes
UPA23	401(k) Plan	Immediate	Immediate	16% (increasing to 17% in 2024, and 18% in 2026)	N/A	Contributed to RHA VEBA or Market Based Cash Balance Plan (MBCBP)	Contributed to RHA VEBA or MBCBP	Up to maximum permitted by law Percentage or fixed dollar	Up to maximum permitted by law	5% auto- enrollment	Yes	Yes





# RETIREMENT PLANS

	Company Contribution (No Pilot Funding Required)	Treatment of Amounts Exceeding IRS Limits
Alaska	16%*	415(c) & 401(a)17 excesses paid in cash *Market rate adjustment based on average, capped at 17%
American	16%, 17% on 5/2/2024, 18% on 5/2/2026 (pending “snap up” Supplement F(8)- move to January increases if UAL ratification)	415(c) & 401(a)17 excesses contributed to RHRA or MBCBP
Delta	16%, 17% on 1/1/2024, 18% on 1/1/2026	415(c) & 401(a)17 excesses paid in cash or MBCBP
JetBlue	16%	415(c) excess contributed to Retiree HRA, 401(a)17 excess paid in cash
Southwest	15%	Non-qualified plan for 415(c) & 401(a)17 excesses
Spirit	15%, 16% on 1/1/2024	415(c) & 401(a)17 excesses paid in cash
United	16%	415(c) & 401(a)17 excesses contributed to Active HRA
UPA23	16%, 17% on 1/1/2024, 18% on 1/1/2026	415(c) & 401(a)17 excesses contributed to Active HRA or MBCBP

All airlines above have non elective contributions only



# LIFE INSURANCE

Pilot Coverage		Notes
Alaska	\$150,000	
American	\$750,000	
Delta	\$885,000	Option to decrease to \$50,000, \$200,000, \$300,000, \$400,000, or \$500,000.
JetBlue	\$150,000	
Spirit	Captains: \$200,000, First Officers: \$150,000	
Southwest	\$50,000	
United	Hourly Rate X 1,026, Minimum of \$100,000	\$5K Spouse, \$1K Child
UPA23	Hourly Rate X 2,052, Minimum of \$100,000	\$5K Spouse, \$1K Child



# SHORT TERM DISABILITY

	Benefit	Weekly Maximum Benefit	Benefit Duration	Pilot Cost
Alaska	Basic: 40% Buy-up: 60%	Basic: \$2,200 Buy-up: \$2,700	26 weeks	Basic: None Buy-up: 100% pilot paid
American	ESB functions as bridge to LTD			None
Delta	50%	None	26 weeks	None
JetBlue	Low: 40% Core/High: 60%	Low/Core: \$1,500 High: \$3,000	26 weeks	100% pilot paid
Spirit	60%	\$2,000	9 weeks	100% pilot paid
Southwest	No plan			No plan
United	No plan			No plan
UPA23	ESB functions as bridge to LTD			None

# LONG TERM DISABILITY

	Benefit	Monthly Maximum Benefit	Benefit Duration	Pilot Cost
Alaska	50%	None	Age 65 Limited to 24 months/lifetime for substance abuse unless participating in the HIMS program	None; Income not imputed
American	50%	None	Age 65 Limited to 60 months/lifetime for mental illness/substance abuse	None; Option to pay imputed Income (for tax-free benefit)
Delta	50%	None	Age 65 Limited to 30 months/incident, 54 months/lifetime, for mental illness/substance abuse	None; Income not imputed
JetBlue	Basic: 55% Buy-up: 60%	Basic: \$13,500 Buy up: \$15,000	Age 65* Limited to 24 months/lifetime for mental illness *If disabled at age 62 or later, the duration of benefits is the minimum number of months provided under the plan	Basic: None; Income imputed Buy-up 100% pilot paid



# LONG TERM DISABILITY (cont'd)

	Benefit	Monthly Maximum Benefit	Benefit Duration	Pilot Cost
Spirit	60%	Basic: \$5,000 Buy up: \$15,000	SSNRA Limited to 24 months/lifetime for mental illness/substance abuse	Basic: None; Income not imputed Buy up: 100% pilot paid
Southwest	60%	\$11,500	One month for each two months of service, max. 60 months, or age 65 if Social Security disabled. Limited to 18 months/lifetime for mental illness/substance abuse	None; Can elect annually whether to impute income
United	50%	Maximum of \$11,000 (after offsets)	Age 65 Limited to 12 months/lifetime for substance abuse	Pilots pay 35% of cost; Income imputed
UPA23	50%	Maximum of \$13,657* * Indexed to future pay raises	Age 65 Limited to 24 months/lifetime for substance abuse	Pilots pay 25% of cost; Income imputed



# LONG TERM DISABILITY (cont'd)

Healthcare Coverage While on LTD	
Alaska	Continued at active pilot rates for 10 years, thereafter at same contributions as retired pilots (50%)
American	Continued at active pilot rates for full duration
Delta	Continued at active pilot rates for full duration
JetBlue	Continued at active pilot rates for full duration
Southwest	Regular plan continued at COBRA rate for 66 months or 60 months after exhaustion of sick leave, if later
Spirit	Continued at active pilot rates for 60 months
United	Continued at active pilot rates for full duration
UPA23	Continued at active pilot rates for full duration



# SCOPE/ GOVERNANCE / EQUITY PROVISIONS



# SCOPE/JOB SECURITY – DEFINITIONS/TERMS

- **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 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
- **Express Requirements Small Jet**— Restrictions/Limits, exceptions regarding the number of aircraft performing regional jet operations published under a mainline CPA





# SCOPE SUMMARY

("X" Indicates Contract Language is Present)

Carrier	Successorship/ Merger and Labor Protections	Subcontracting	Fragmentation / Transfer of Assets	Alter Ego / Change in Control	Domestic and International Code Share	Board of Directors Seat	Express Requirements Small Jet
Alaska	X	X	X	X	X		X
American	X	X	X	X	X		X
Delta	X	X	X	X	X	Voting	X
JetBlue	X	X	X	X	X		X
Southwest	X	X	X	X	X		
Spirit	X	X		X	X		X
United	X	X	X	X	X	Voting	X
UPA23	X	X	X	X	X	Voting	X



# SCOPE – EXPRESS REQUIREMENTS SMALL JETS

Carrier	Maximum Number of Allowed Seats	Maximum Number of Allowed Aircraft	MGTW (lbs.)	Notes
Alaska	76	50-76 seats = 43% of company aircraft in service for rolling 12-month period	86,000 lbs. (89,000 lbs. for aircraft already on property and limited to 39 small aircraft)	If any pilots are on involuntary furlough status, total number of monthly block hours flown by all Small Aircraft in any Month may not exceed one hundred two percent (102%) of the same month during the twelve full months preceding the month in which the first Pilot was involuntary furloughed.
American	76 79-80 CRJ9/E175 (grandfathered former USAir)	<65 seats = 75% of NB Fleet* 65-76 Seats = 40% of NB fleet in 2016 & beyond >76 Seats (79-80) = 76 CRJ9/E175 Grandfathered former USAir	86,000 lbs.	*799 NB as of March 2018 • The existing seventy-six (76) CRJ 900 and E175 aircraft operated on behalf of US Airways, Inc. as of January 7, 2013, are grandfathered as to the seat limitation, and they and their replacements may be operated with 79 and 80 seats, respectively.
Delta	76 (RJ & Turboprop)	188 (71-76 Seats)* 102 (51-70 Seats) 125 (0-50 Seats)**	86,000 (51-76 Seats) 65,000 (50 Seats)	Furlough protection tied to large RJ penalties *Pending dispute between ALPA and the Company over the number of permitted large RJs. **50-seat aircraft will be retired by 12/31/2023



# SCOPE – EXPRESS REQUIREMENTS SMALL JETS (cont'd)

Carrier	Maximum Number of Allowed Seats	Maximum Number of Allowed Aircraft	MGTW (lbs.)	Notes
JetBlue	The Company shall not enter into any Capacity Purchase Agreements or purchase Block Space on other carriers			
Southwest	Not Allowed / No Provision	Not Allowed / No Provision	Not Allowed / No Provision	
Spirit	In the event there is a transaction of or by a regional carrier subject to 1.E., and to the extent that ALPA negotiates a definition of regional aircraft allowing for different weight or seats in other agreements covering mainline carriers, the parties will examine whether different seat or weight limits than the 76 seats and 86,000# MTOW should apply.			



# SCOPE – EXPRESS REQUIREMENTS SMALL JETS (cont'd)

Carrier	Maximum Number of Allowed Seats	Maximum Number of Allowed Aircraft	MGTW (lbs.)	Notes
United	76	Unlimited = Turboprop < 38 Seats 585 = 50 Seat less than 90% of NB Fleet 102 = 70 Seat* 153 = 76 Seat*	86,000 lbs.	*Max combined number of 70 and 76 seaters is 255. If the company adds C100/EMB190/EMB195 limits on 50/70/76 seaters change.
UPA23	76	Unlimited = Turboprop < 38 Seats 585 = 50 Seat less than 90% of NB Fleet 102 = 70 Seat* 153 = 76 Seat*	86,000 lbs.	*Max combined number of 70 and 76 seaters is 255. If the company adds C100/EMB190/EMB195 limits on 50/70/76 seaters change.

