



January 16, 2023

23-04

***Negotiators’ Notepad 23-04: C2019 Sections 3 (Compensation), 4 (Minimum Pay and Credit Guarantees), and 5 (Lodging and Expenses)***

*This Negotiators’ Notepad will discuss the details of various changes to **Section 3 – Compensation, Section 4 – Minimum Pay and Credit Guarantees and Section 5 – Lodging and Expenses** of the PWA in the Tentative Agreement (TA). This Notepad should be read in conjunction with the entire series of C2019 Notepads which will be made available at the [Contract 2019 website](#), along with the [TA Reference document](#), as you educate yourself in preparation to make an informed decision when the membership ratification window opens.*

**Section 3 – Compensation**

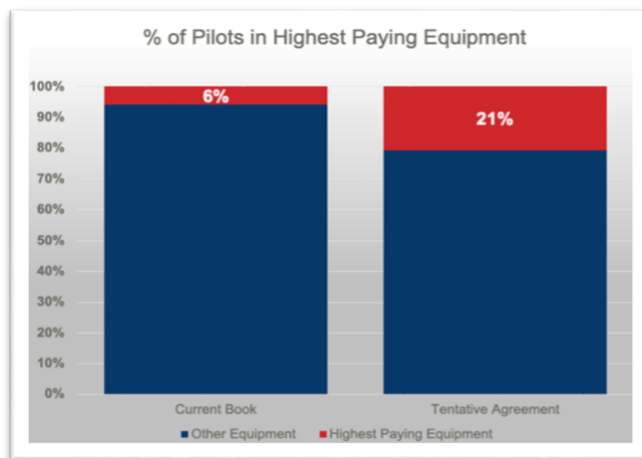
The baseline composite hourly pay rate increases in the C2019 TA are as follows:

- January 1, 2023: **18%**
- January 1, 2024: **5%** (23.9% cumulative)
- January 1, 2025: **4%** (28.9% cumulative)
- January 1, 2026: **4%** (34% cumulative)

Along with the pay increases, there were a number of significant improvements to the pay structure for different aircraft. These changes were a priority for the Delta MEC as outlined in the C2019 Contract Opener: *“Industry leading hourly rates of pay for each type of aircraft.”* The new rates align Delta pilots’ pay with industry peers and more closely reflect the capabilities of our fleet.

**A350/A330/B767-400**

- The A330-900/300/200 and the 767-400 pay rates align up to the A350 pay rate. Effective first year increase:
  - A330-200/300/767-400: **24.9%**
  - A330-900: **23.3%**



*Commentary: This aligns our pay structure to that of our peers at United and American, where these aircraft types all pay at their top rate. As the graphic to the right indicates, the percentage of Delta pilots at the top pay rate increases by 3.5x*

A **temporary** increase in the category freeze will affect any pilot that:

1. is already on the A350, A330, or 767-400, and
2. elects to bid via Advanced Entitlement to the A350, A330, or 767-400 prior to March 2, 2024.

A pilot who elects to bid a different aircraft within the top band in the first year after March 2, 2023 will incur a 36-month category freeze, including a short-course transition training. **This change to the PWA is time limited**, and will revert to the current equipment freezes (9, 12, or 24 months, as applicable) for awards after March 2, 2024. This temporary category freeze increase will not be imposed on First Officers upgrading to Captain, or any of the other provisions within **Section 22 G.** (such as bidding for new categories).

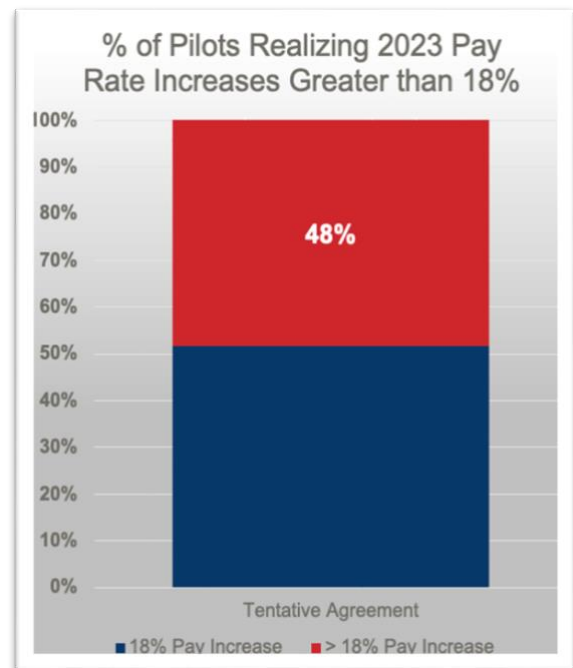
### **A320/319, B737-800/700**

- The A320/319 are increased to align with the 737-800/700 pay rate
  - Effective first year increase for the A319/320 of **22.3%**

*Commentary: This increases the pay for our A319/A320 pilots up to that of our peers, and also aligns it with the 737-800/700 based on its very similar capacity and capabilities*

### **A220-300/100**

- The A220-300 is raised to the previous A320/319 pay rate
  - Effective first year increase for the A220-300 of **20.2%**
- The final, 12-year longevity step for the A220-100 is unchanged, however the pay steps from year 1 to year 12 will be increased to match the pay rate “slope” of the A220-300.
  - This results in a variable increase to the A220-100 rate ranging from an additional 1.5% increase at 1-year of longevity, to approximately 1% at 6 years of longevity.



*Commentary: Pay rates for the A220 were first established in C2015, and at that time Delta was expected to take delivery of a low gross-weight version of the A220. However, the aircraft that were delivered to Delta had no such restriction. The new pay rate more closely reflects the increased capabilities of the aircraft that Delta operates.*

### **One-time Payment**

The Company will make a one-time payment to each pilot, based on eligible earnings since the amendable date utilizing the following formula:

- 4% of pilot's eligible earnings in CY2020, plus
- 4% of pilot's eligible earnings in CY2021, plus
- 14% of pilot's eligible earnings in CY2022

"Eligible earnings" will include, but are not limited to, flight time, used vacation, SLI events, training, sick, premium, and NFLY. Eligible Earnings do not include Company 401(k) contributions or Excess payments. Additionally, the one-time payment will not be eligible for the 16% Company 401(k) contribution. This payment will be considered as annual compensation for purposes of a pilot's 2023 profit sharing calculation, for any profit-sharing payment made in February 2024.

Pilots with eligible earnings between 2020-2022 that were used to establish the pilot's Final Average Earnings (FAE) for disability benefits will also be eligible for the one-time payment. To calculate the payment that is due, a pilot's FAE will be re-calculated to reflect an additional 4%/4%/14% for eligible earnings in 2020/2021/2022, respectively. The new higher benefit resulting from the recalculated FAE will be compared to the benefit a pilot actually received during 2020/2021/2022, and the difference will be included in the one-time payment (in addition to the one-time retroactive payment for any active earnings during those years). The pilot's ongoing disability benefit will not change.

In addition, pilots who have retired (including those who accepted the VEOP) will receive a one-time payment for eligible earnings while in active payroll status (i.e., prior to the pilot's retirement or VEOP separation).

### **Additional Retroactive Payment after January 1, 2023**

All earnings from 1/1/2023 to 3/1/2023 are eligible for the new rates of pay established in **Section 3 B. 2.** for each aircraft, applied retroactively. This retroactive plus-up will also include the applicable Defined Contribution (DC) 401(k) payments, as well as updated training pay for new hire (entry-level) pilots.

### **Holiday Pay**

Any rotation that touches a listed holiday will receive an additional ADG (5:15) pay/no credit for each holiday.

- "Holiday" for purposes of this provision is defined as: New Year's Eve, New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Eve, and Christmas Day
- Holiday pay will be paid in addition to all other pay which a pilot is entitled, and is additive to other forms of premium pay.
- If a rotation touches more than one holiday, holiday pay will be paid for each holiday, even if the holiday does not contain a duty period.
- If a rotation touches a holiday as a result of reroute, recovery or late operations, holiday pay will be due.

- A pilot must fly the rotation to receive holiday pay, however if for any reason the pilot is removed from the rotation on or after the holiday, they will retain the holiday pay.
  - *Example A: A pilot who calls in sick prior to a rotation which is entitled to Holiday Pay will be credited the value of the rotation from their sick bank, however they will not be credited any Holiday Pay.*
  - *Example B: A pilot reports for a 5-day rotation on Christmas Eve. The pilot calls in sick on the 3<sup>rd</sup> day of the rotation. The pilot retains all flown pay/credit, and (2) x the ADG pay/no credit for Christmas Eve and Christmas Day. The pilot is then credited any remaining rotation guarantee from their sick bank.*

### **Ocean Crossing Pay**

Ocean Crossing Pay will be added to the base rate for certain narrowbody aircraft conducting an ocean crossing segment.

- Ocean Crossing pay will be **\$8/hour** for Captains & **\$6/hour** for First Officers, paid as hourly premium for flight time flown on an ocean crossing flight segment
  - This pay is in addition to the International Pay override
- Ocean Crossing Pay is triggered by **any** narrowbody aircraft other than the B757 when its bid package contains a scheduled ocean crossing segment, other than flights from the mainland US to Hawaii.
- When Ocean Crossing Pay is triggered, the pay override will apply to **all** ocean crossing segments during that bid period on **all aircraft** types (including B757/767) that are not at the top pay rate.
- Ocean Crossing Pay will also apply to individual ocean crossing segments as a result of a narrowbody aircraft (except the 757) performing unscheduled flying that was not contained in the bid package (e.g., charter, substitution).

*Example: The June Bid Package has an A321NEO flying between JFK-DUB. For the June bid period, **every** aircraft that is not paid the top pay rate (to include the B767/757) that flies an ocean crossing segment will receive the override of \$8/hr for Captains and \$6/hr First Officers*

### **“Me Too” Clause**

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%.

*Example: United signs a new agreement on July 15, 2023. The highest Captain pay rate in their agreement at date of signing is \$430.07/hour. This rate will be compared to the highest Captain rate in effect for the Delta PWA at that time, which would be \$417.54. The Delta rate would be*

*increased to match the United rate, and then an additional 1 percent added. This results in a new rate of \$434.73, which is an increase of 4.12%. A 4.12% increase will then be applied to all aircraft and all steps of the pay tables.*

*If American were to sign a new agreement later in the year, this process would be repeated.*

The “Me Too” clause will sunset on 12/31/2026.

### **Improved Entry Level Pilot (New Hire) Pay**

Pay for new hires will increase from a flat salary to 2:30 per day (excluding any days on which they are on an unpaid leave of absence) from first day of employment until completion of OE. New Hire pilots will now receive their applicable year-1 hourly pay rates.

### **Profit Sharing for Retirees**

Currently, a pilot who retires in December, but subsequently receives their final payment from Delta in the following calendar year, does not receive profit sharing on those earnings which are paid in the following year after their retirement. Going forward, these final payments will be considered eligible earnings for profit sharing accrued in that calendar year.

### **International Pay Override**

“International Operation” will no longer exclude Canada operations, and pilots will now receive the “International Pay” override for flights to and from Canada.

## ***Section 4 – Minimum Pay and Credit Guarantees***

### **Short Call Pay**

A reserve pilot will receive one hour of pay/no credit for the completion of each short call period in which they do not perform flying. Each of a pilot’s first through sixth short calls (or as prorated) are eligible, and due to being “pay/no credit,” it will be paid ***in addition to*** (or above) the pilot’s reserve guarantee.

### **Pay for GS/IA on Reserve**

A reserve pilot on an X-day, who has been awarded a GS/IA that was subsequently removed, will receive a minimum of two hours pay/no credit and additional time off under ***Section 23 S.***

***11.*** if the pilot:

- has not acknowledged the removal from the rotation, and
- reports for duty (GS/IA) on an X-day

Similar to short call pay above, this pay/no credit is paid ***in addition to*** (or above) the pilot’s reserve guarantee.

*See Section 23 Notepad for additional Reserve and Short Call improvements.*

### **Pilot Pay for Chief Pilot Meetings**

Pilots will now receive additional pay/no credit equal to one ADG for a disciplinary hearing or investigatory interview under **Section 18** on a scheduled day off, if required by the Company, unless the pilot is already on a paid no-fly status.

## **Section 5 – Lodging and Expenses**

### **Per Diem Calculation**

The methodology for establishing per diem for both Domestic and International has been revised to a more durable model. The new per diem calculation will be tied to the US Government “CONUS” and “OCONUS” Meals and Incidental Expense (M&IE) rates, which adjust naturally as multiple factors affect the rates for individual markets.

### **Domestic Per Diem**

Under the agreement, domestic per diem will be calculated based on the weighted average of the M&IE rate applicable to the top 10 layover cities. Per Diem will be 90% of this weighted average, on an hourly basis, and rounded up to the nearest whole \$.05.

- Domestic per diem will be adjusted annually, effective every January 1, based on the prior year’s M&IE and layover weighting using the most recently completed US Government fiscal year
- **2023 Domestic Per Diem will be \$2.85** (current Domestic Per Diem: \$2.45)

### **International Per Diem**

International per diem will be calculated based on the weighted average of the M&IE rate applicable to the top 5 layovers cities, by volume, in each of the following theaters: Atlantic, Pacific, Americas. Per diem will be 60% of this weighted average, on an hourly basis, and rounded up to the nearest whole \$.05

- International per diem will be adjusted annually, effective every January 1, based on the prior year’s M&IE and hotel weighting using the most recently completed fiscal year
- **2023 International Per Diem will be \$3.35** (current International Per Diem: \$2.90)

*Commentary: International M&IE rates are still heavily impacted by the effects of COVID. When these rates return to pre-COVID levels, International Per Diem is likely to increase significantly.*

### **Per Diem for Canada Operations**

Currently, pilots that layover in, or fly to and from Canada receive Domestic Per Diem. The agreement changes this provision, and pilots will now receive International Per Diem for Canada operations.

### **Improved Crew Meal Provisions**

Crew meal provisions under the new agreement have been substantially expanded over the current provisions, and now will cover a significantly larger footprint of operations.

*Leg Length*

On longer legs (including domestic), pilots will receive meals at lower thresholds than they currently do, including moving the 5:30 block requirement for a meal down to 4:00 block. The new provision is as follows:

- Any “Ocean Crossing” *and/or* non-stop flight segments of:
  - 4:00 – 9:59 hours in duration = One meal
  - 10:00 – 15:59 hours in duration = Two meals
  - 16:00 or more hours in duration = Three meals

### *Breakfast*

For any flight that departs between 0400 to 0800, local time, (one) breakfast per pilot will be provided. However, if the originating station does not have catering service, breakfast will be provided on the pilot’s next leg departing from a catering station unless the pilot is scheduled for at least 1:30 ground time at the arrival station.

### *FDP Length*

The length of a pilot’s flight duty period will also now drive a requirement for crew meals as follows:

- Flight Duty Periods with a duration of between 6:30 and 10 hours: One meal
- Flight Duty Periods with a duration of 10 or more hours: Two meals
- If a Flight Duty Period contains a 1:30 scheduled ground time, meals under this provision are not required to be provided. However, other meal provisions (leg length or breakfast) still apply
- Meals under this provision will be provided as close to normal meal times as possible.

### *General*

- Meals which are provided under the “*Leg Length*” or “*Breakfast*” provision may also satisfy the meal requirements under the “*FDP Length*” provision.
- Crew meals will be the same as the highest class of passenger service/seating. If there is no passenger meal service on a flight, then a full meal will be provided that is of the same quality as what would be served in the highest class of passenger service/seat class.
- Crew meal unavailability must be due solely to a service failure (e.g., spoiled, catering error). In such cases, pilots will be compensated \$10/meal.

### **Training Hotel Provisions**

Pilots who are in qualification training at their base will now be provided upon request lodging to include **both** the night prior to the first day and the night of the last day of training. This will include pilots based in ATL, and any future training facility which is located in a pilot base, such as SLC. In addition, **all pilots** who are eligible for a hotel while in training will now receive per diem, not just when they are training away from their base.

### **New Hire Hotel and Per Diem Provisions**

Despite it not being a contractual entitlement, Delta has been providing new hires with hotels while in training. The TA codifies that new hires will receive hotels throughout training during

indoctrination and initial qualification training. New hires will also receive 8 hours of per diem for each day of training.

### **Hotel Room Unavailability**

For layovers following an ocean crossing, a room will be considered unavailable if a pilot is not able to check in to their room at their lodging within 45 minutes after their scheduled arrival at the hotel. After 30 minutes from scheduled arrival time at the hotel, the pilot will notify Crew Accommodations of their lodging unavailability. If the pilot does not have accommodations 15 minutes later, at the 45-minute mark, a pilot can secure their own lodging at a hotel of their choosing. The Company will reimburse the pilot.

### **Deleting Amsterdam Noord Carve-Out**

Based on pilot feedback, the long standing carve-out for the AMS layover is being removed. Beginning no later than the July 2024 bid period, AMS layovers will no longer be subject to the carve-out, and will move to an improved location which will be determined by the Hotel Committee by utilizing a specific process outlined within **MOU 23-02**. More than one downtown hotel in AMS may be used for pilot lodging to ensure enough rooms are available.

The Company will retain a limited ability to utilize the NH Noord only when 2 conditions are met:

- If there are more pilot rooms identified as needed by the Company, and the ALPA-identified hotel(s) are unable to provide sufficient capacity.
- In cases of overflow, IROP, or ad hoc needs where the ALPA-identified hotel(s) are unable to accept the excess pilots.

### **Improved Uniform Provisions**

New hire pilots will receive a complete uniform (defined as jacket, 2 pants, tie, hat, 1 set of brass) at the Company's expense.

### **Conclusion**

*Please take the time to read the entire series of Notepads that will be provided to you, share the material with your families, attend one of the road shows, and ask as many questions as you need to ask. LEC Representatives will be available in lounges to help answer any questions you may have. In addition, please review the latest information and FAQs at [dal.alpa.org](http://dal.alpa.org), or submit questions to [DeltaTAQuestions@alpa.org](mailto:DeltaTAQuestions@alpa.org).*

Fly Safe,  
Eric, Brandon, and Rich



## Updated Pay Tables

Effective January 1, 2023

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
A-350	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
B-787	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
A-330-900/300/200	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
B-767-400ER	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
B-767-300ER	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
B-767-300/200	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
B-757	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
A-321N	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
B-737-900	336.89	334.29	331.69	329.24	326.64	324.10	321.57	319.02	316.45	313.90	311.46	309.03
A-321	336.89	334.29	331.69	329.24	326.64	324.10	321.57	319.02	316.45	313.90	311.46	309.03
B-737-800/700	335.13	332.67	330.13	327.65	325.11	322.59	320.10	317.60	315.06	312.52	310.09	307.69
A-320/319	335.13	332.67	330.13	327.65	325.11	322.59	320.10	317.60	315.06	312.52	310.09	307.69
A-220-300	323.39	320.94	318.47	316.02	313.60	311.17	308.74	306.27	303.81	301.37	298.96	296.51
A-220-100	310.15	307.80	305.43	303.08	300.76	298.42	296.10	293.73	291.38	289.03	286.73	284.37
B-717	301.57	299.40	297.08	294.78	292.51	290.24	288.05	285.69	283.51	281.23	278.94	276.90
EMB-195	253.19	251.34	249.39	247.48	245.57	243.66	241.81	239.86	238.05	236.09	234.17	232.45
EMB-190/CRI-900	215.41	213.82	212.19	210.54	208.93	207.30	205.69	204.05	202.51	200.90	199.23	197.76

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
A-350	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
B-787	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
A-330-900/300/200	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
B-767-400ER	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
B-767-300ER	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
B-767-300/200	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
B-757	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
A-321N	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
B-737-900	230.10	227.98	225.91	222.88	220.51	215.54	209.67	204.47	199.67	194.95	166.60	108.34
A-321	230.10	227.98	225.91	222.88	220.51	215.54	209.67	204.47	199.67	194.95	166.60	108.34
B-737-800/700	228.90	226.87	224.80	221.80	219.46	214.50	208.68	203.59	198.81	194.09	165.91	108.34
A-320/319	228.90	226.87	224.80	221.80	219.46	214.50	208.68	203.59	198.81	194.09	165.91	108.34
A-220-300	220.88	218.89	216.90	213.97	211.68	206.91	201.28	196.32	191.70	187.17	159.95	108.34
A-220-100	211.83	209.92	208.01	205.20	203.01	198.44	193.04	188.27	183.84	179.50	153.40	108.34
B-717	205.96	204.23	202.30	199.56	197.47	193.00	187.80	183.11	178.89	174.63	149.21	108.34
EMB-195	172.95	171.42	169.84	167.55	165.77	162.03	157.66	153.77	150.19	146.62	125.29	108.34
EMB-190/CRI-900	147.10	145.84	144.48	142.53	141.03	137.85	134.11	130.80	127.76	124.73	108.34	108.34

**Effective January 1, 2024**

<b>Captain</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
B-777	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
A-350	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
B-787	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
A-330-900/300/200	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
B-767-400ER	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
B-767-300ER	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
B-767-300/200	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
B-757	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
A-321N	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
B-737-900	353.73	351.00	348.27	345.70	342.97	340.31	337.65	334.97	332.27	329.60	327.03	324.48
A-321	353.73	351.00	348.27	345.70	342.97	340.31	337.65	334.97	332.27	329.60	327.03	324.48
B-737-800/700	351.89	349.30	346.64	344.03	341.37	338.72	336.11	333.48	330.81	328.15	325.59	323.07
A-320/319	351.89	349.30	346.64	344.03	341.37	338.72	336.11	333.48	330.81	328.15	325.59	323.07
A-220-300	339.56	336.99	334.39	331.82	329.28	326.73	324.18	321.58	319.00	316.44	313.91	311.34
A-220-100	325.66	323.19	320.70	318.23	315.80	313.34	310.91	308.42	305.95	303.48	301.07	298.59
B-717	316.65	314.37	311.93	309.52	307.14	304.75	302.45	299.97	297.69	295.29	292.89	290.75
EMB-195	265.85	263.91	261.86	259.85	257.85	255.84	253.90	251.85	249.95	247.89	245.88	244.07
EMB-190/CRJ-900	226.18	224.51	222.80	221.07	219.38	217.67	215.97	214.25	212.64	210.95	209.19	207.65

<b>First Officer</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
B-777	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
A-350	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
B-787	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
A-330-900/300/200	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
B-767-400ER	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
B-767-300ER	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
B-767-300/200	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
B-757	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
A-321N	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
B-737-900	241.61	239.38	237.21	234.02	231.54	226.32	220.15	214.69	209.65	204.70	174.93	113.76
A-321	241.61	239.38	237.21	234.02	231.54	226.32	220.15	214.69	209.65	204.70	174.93	113.76
B-737-800/700	240.35	238.21	236.04	232.89	230.43	225.23	219.11	213.77	208.75	203.79	174.21	113.76
A-320/319	240.35	238.21	236.04	232.89	230.43	225.23	219.11	213.77	208.75	203.79	174.21	113.76
A-220-300	231.92	229.83	227.75	224.67	222.26	217.26	211.34	206.14	201.29	196.53	167.95	113.76
A-220-100	222.42	220.42	218.41	215.46	213.16	208.36	202.69	197.68	193.03	188.48	161.07	113.76
B-717	216.26	214.44	212.42	209.54	207.34	202.65	197.19	192.27	187.83	183.36	156.67	113.76
EMB-195	181.60	179.99	178.33	175.93	174.06	170.13	165.54	161.46	157.70	153.95	131.55	113.76
EMB-190/CRJ-900	154.46	153.13	151.70	149.66	148.08	144.74	140.82	137.34	134.15	130.97	113.76	113.76

**Effective January 1, 2025**

<b>Captain</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
B-777	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
A-350	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
B-787	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
A-330-900/300/200	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
B-767-400ER	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
B-767-300ER	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
B-767-300/200	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
B-757	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
A-321N	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
B-737-900	367.88	365.04	362.20	359.53	356.69	353.92	351.16	348.37	345.56	342.78	340.11	337.46
A-321	367.88	365.04	362.20	359.53	356.69	353.92	351.16	348.37	345.56	342.78	340.11	337.46
B-737-800/700	365.97	363.27	360.51	357.79	355.02	352.27	349.55	346.82	344.04	341.28	338.61	335.99
A-320/319	365.97	363.27	360.51	357.79	355.02	352.27	349.55	346.82	344.04	341.28	338.61	335.99
A-220-300	353.14	350.47	347.77	345.09	342.45	339.80	337.15	334.44	331.76	329.10	326.47	323.79
A-220-100	338.69	336.12	333.53	330.96	328.43	325.87	323.35	320.76	318.19	315.62	313.11	310.53
B-717	329.32	326.94	324.41	321.90	319.43	316.94	314.55	311.97	309.60	307.10	304.61	302.38
EMB-195	276.48	274.47	272.33	270.24	268.16	266.07	264.06	261.92	259.95	257.81	255.72	253.83
EMB-190/CRJ-900	235.23	233.49	231.71	229.91	228.16	226.38	224.61	222.82	221.15	219.39	217.56	215.96

<b>First Officer</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
B-777	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
A-350	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
B-787	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
A-330-900/300/200	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
B-767-400ER	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
B-767-300ER	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
B-767-300/200	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
B-757	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
A-321N	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
B-737-900	251.27	248.96	246.70	243.38	240.80	235.37	228.96	223.28	218.04	212.89	181.93	118.31
A-321	251.27	248.96	246.70	243.38	240.80	235.37	228.96	223.28	218.04	212.89	181.93	118.31
B-737-800/700	249.96	247.74	245.48	242.21	239.65	234.24	227.87	222.32	217.10	211.94	181.18	118.31
A-320/319	249.96	247.74	245.48	242.21	239.65	234.24	227.87	222.32	217.10	211.94	181.18	118.31
A-220-300	241.20	239.02	236.86	233.66	231.15	225.95	219.79	214.39	209.34	204.39	174.67	118.31
A-220-100	231.32	229.24	227.15	224.08	221.69	216.69	210.80	205.59	200.75	196.02	167.51	118.31
B-717	224.91	223.02	220.92	217.92	215.63	210.76	205.08	199.96	195.34	190.69	162.94	118.31
EMB-195	188.86	187.19	185.46	182.97	181.02	176.94	172.16	167.92	164.01	160.11	136.81	118.31
EMB-190/CRJ-900	160.64	159.26	157.77	155.65	154.00	150.53	146.45	142.83	139.52	136.21	118.31	118.31

**Effective January 1, 2026**

<b>Captain</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
B-777	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
A-350	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
B-787	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
A-330-900/300/200	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
B-767-400ER	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
B-767-300ER	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
B-767-300/200	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
B-757	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
A-321N	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
B-737-900	382.60	379.64	376.69	373.91	370.96	368.08	365.21	362.30	359.38	356.49	353.71	350.96
A-321	382.60	379.64	376.69	373.91	370.96	368.08	365.21	362.30	359.38	356.49	353.71	350.96
B-737-800/700	380.61	377.80	374.93	372.10	369.22	366.36	363.53	360.69	357.80	354.93	352.15	349.43
A-320/319	380.61	377.80	374.93	372.10	369.22	366.36	363.53	360.69	357.80	354.93	352.15	349.43
A-220-300	367.27	364.49	361.68	358.89	356.15	353.39	350.64	347.82	345.03	342.26	339.53	336.74
A-220-100	352.24	349.56	346.87	344.20	341.57	338.90	336.28	333.59	330.92	328.24	325.63	322.95
B-717	342.49	340.02	337.39	334.78	332.21	329.62	327.13	324.45	321.98	319.38	316.79	314.48
EMB-195	287.54	285.45	283.22	281.05	278.89	276.71	274.62	272.40	270.35	268.12	265.95	263.98
EMB-190/CRJ-900	244.64	242.83	240.98	239.11	237.29	235.44	233.59	231.73	230.00	228.17	226.26	224.60

<b>First Officer</b>	<b>12</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
B-777	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
A-350	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
B-787	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
A-330-900/300/200	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
B-767-400ER	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
B-767-300ER	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
B-767-300/200	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
B-757	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
A-321N	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
B-737-900	261.32	258.92	256.57	253.12	250.43	244.78	238.12	232.21	226.76	221.41	189.21	123.04
A-321	261.32	258.92	256.57	253.12	250.43	244.78	238.12	232.21	226.76	221.41	189.21	123.04
B-737-800/700	259.96	257.65	255.30	251.90	249.24	243.61	236.98	231.21	225.78	220.42	188.43	123.04
A-320/319	259.96	257.65	255.30	251.90	249.24	243.61	236.98	231.21	225.78	220.42	188.43	123.04
A-220-300	250.85	248.58	246.33	243.01	240.40	234.99	228.58	222.97	217.71	212.57	181.66	123.04
A-220-100	240.57	238.41	236.24	233.04	230.56	225.36	219.23	213.81	208.78	203.86	174.21	123.04
B-717	233.91	231.94	229.76	226.64	224.26	219.19	213.28	207.96	203.15	198.32	169.46	123.04
EMB-195	196.41	194.68	192.88	190.29	188.26	184.02	179.05	174.64	170.57	166.51	142.28	123.04
EMB-190/CRJ-900	167.07	165.63	164.08	161.88	160.16	156.55	152.31	148.54	145.10	141.66	123.04	123.04