

AIR LINE PILOT CAREERS

THE PILOT'S GUIDE TO CAREER-ADVANCEMENT OPPORTUNITIES

VOLUME 1



COMPENSATION AND WORK RULES: YOUR OPTIONS

2018 INDUSTRY
OUTLOOK

HOW TO LAND
YOUR DREAM JOB

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Founded in 1931, ALPA is the largest airline pilot union in the world and represents over 60,000 pilots at 34 U.S. and Canadian airlines.

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AIR LINE PILOT CAREERS

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OFF TO A FLYING START

By Capt. Tim Canoll, ALPA President



By opening this issue of *Air Line Pilot Careers*, you've taken important action to learn about a career in the airline cockpit from those who know it best—the members of the world's largest airline pilot union. For more than 85 years, the pilots of the Air Line Pilots Association, International (ALPA) have shared your interest in aviation. We're proud to offer you our experience as you consider becoming a professional airline pilot.

For many airline pilots, the idea of learning to fly has simply been a part of our conscious thought for as long as we can remember. Others of us found our inspiration while seated in a general aviation aircraft cockpit, through service in the military, or from a friend or relative working in the airline industry.

Whatever your reason, you're exploring a career that offers a personal opportunity as well as a professional outlet to contribute to an industry that transports goods, services, and ideas and changes the human experience in the process. From life-saving medicines to long-separated family members, airline pilots have the privilege of carrying the most precious cargo imaginable. We take seriously our responsibility to protect the lives entrusted to us—and it's one of many reasons we find our work so rewarding.

On a personal level, it takes not only aptitude but also grit and determination to complete ground school coursework, conduct flight training, and gain the flight experience needed to develop the knowledge and skills to obtain the certificates and ratings required to become an airline pilot.

But once you're in the cockpit, you'll find you're working in the best office space in the world. Not only is the view beyond compare, but airline pilots shoulder a high level of responsibility that rightly garners respect. Checklists ensure compliance with regulations, but your experience in the cockpit will rarely feel routine. From interacting with other aircraft on the radio to tackling unpredictable weather patterns, no two flight operations are ever the same.

Starting as a first officer, your career will progress over time. So will your ability to obtain a flexible schedule that allows you to take your preferred days off to spend with family and friends and also to travel the world.

In the airline industry, your length of service means something. As your seniority number grows, your pay rate, schedule, and quality of life continue to improve.

ALPA is committed to representing the interests of all pilots—and attracting the best and the brightest to ensure the profession is strong and reflects the global society. We're also committed to representing our members for their entire careers, from their first job, to working under multiple collective bargaining agreements, and through to retirement.

In addition to the personal benefit, working as an airline pilot represented by ALPA also gives you an outlet to contribute the airline industry as a whole. ALPA's experts work with others across the industry to make certain the skies are safe and secure, and we are dedicated to ensuring we have an adequate supply of qualified pilots in the future. Through our Education Committee, we're constantly engaging with students of all ages and with underrepresented audiences to invite them to consider becoming an airline pilot.

ALPA is the world's largest nongovernmental aviation safety organization. For eight decades, we have pursued safety enhancements and shared our expertise with regulators and lawmakers to help ensure that proposals written on paper are also effective while flying the line.

The year 2017 was the safest on record for commercial passenger air travel. I'm confident in saying that ALPA's commitment to safety, security, and pilot assistance is among the reasons that flying is the safest mode of transportation today.

In these pages, you'll learn that when you become an airline pilot, you'll secure a promising career and enter a captivating profession that will allow you to enhance the airline industry and the flying experience for the future. I urge you to learn more about ALPA's work by visiting us at www.alpa.org or following us on social media.

Thanks to your decision to take a look at *Air Line Pilot Careers*, you're off to a flying start. ▲

Capt. Tim Canoll is ALPA's tenth president. He was elected by the union's Board of Directors on Oct. 22, 2014, and began his four-year term on Jan. 1, 2015. Capt. Canoll flies the MD-88 for Delta Air Lines and is based in Atlanta, Ga.



STATE OF OUR SKIES—CANADA

Capt. Dan Adamus, ALPA Canada President

As the president of ALPA Canada, I meet with a lot of young people who are interested in getting into the piloting profession, and I often find they don't know where to begin their journey.

Here's what I tell them—there are three well-known ways to get into aviation:

- Attend an aviation college
- Go to a local flying school
- Join the military

Each way has its own advantages. Taking the college route allows a graduate who becomes a pilot to fall back on their education, should the need ever arise. Going through a local flying school allows those looking to get their pilot's license more rapidly the opportunity to do just that. And those choosing the military path get the honor of serving their country and the benefit of having their flight education paid for during their time of service.

Once one becomes a pilot, they realize there is no better office in the world than the flight deck. The views are amazing, the people and places we get to encounter are wonderful, and no two days are the same.

And it couldn't be a better time to get into the piloting profession. The previous generation of pilots had a much harder time finding work after getting their licenses. Today, there is a tremendous opportunity to immediately find work.

Years ago, pilots would get their commercial license, do whatever they could to land their first job, then begin climbing the ladder—with the ultimate goal of flying for a regional airline or major carrier. Today, regional airlines are open to taking new graduates with the 250 hours required for a commercial license. This is thanks in part to a number of airlines that have agreements with colleges. They identify the top students of each graduating class, interview them, and hire the top candidates.

Speaking of hiring, in Canada there are a wide range of airlines to fly for. There are the mainline carriers like Air Canada, WestJet, and Air Transat, and the regional airlines that feed their mainline operations. For example, WestJet has Encore, and Air Canada has Jazz, Air Georgian, Sky Regional, and Evas Air.

Canada also has a variety of niche carriers, including Bearskin, Calm Air, First Air, Canadian North, and Wasaya. Those airlines tend to stick within a certain geographical region of the country, but it doesn't preclude them from flying elsewhere.

Now, when one thinks of becoming a pilot, all too often they dream of traveling the world, making lots of money, and flying the biggest aircraft in the world. And while having dreams and goals is great, one must remember that to land the

best routes and salaries, it takes years of hard work and dedication.

Another thing to remember is that there are plenty of reasons flying for one of the smaller airlines is great, too. Let's take Bearskin or Wasaya, for example—they are respected airlines, with pilots who have flown for them for over 25 years.

Consider this: The cost of living in a smaller community is much less than the cost of living when based in a major city such as Toronto or Vancouver. So, despite a lower salary, pilots at smaller airlines likely have more disposable income. And let's not forget some of the intangible benefits. For example, there tends to be shorter flights at a smaller airline, so there's more of a work-life balance.

Needless to say, there are a lot of different types of flying in the pilots that ALPA represents, from the smallest Cessna Caravans to widebody Airbus jets, and lots of opportunities.

I encourage anyone who wants to join the piloting profession to do their research, ask lots of questions, and, most importantly, have fun learning how to fly. ▲

Capt. Dan Adamus is the ALPA Canada president and an ALPA executive vice president. He was elected to the position in 2007, and is currently serving his sixth term, which began on Jan. 1, 2017. Currently based in Toronto, Capt. Adamus flies the CRJ200/705 for Jazz Aviation.



LANDING YOUR DREAM JOB

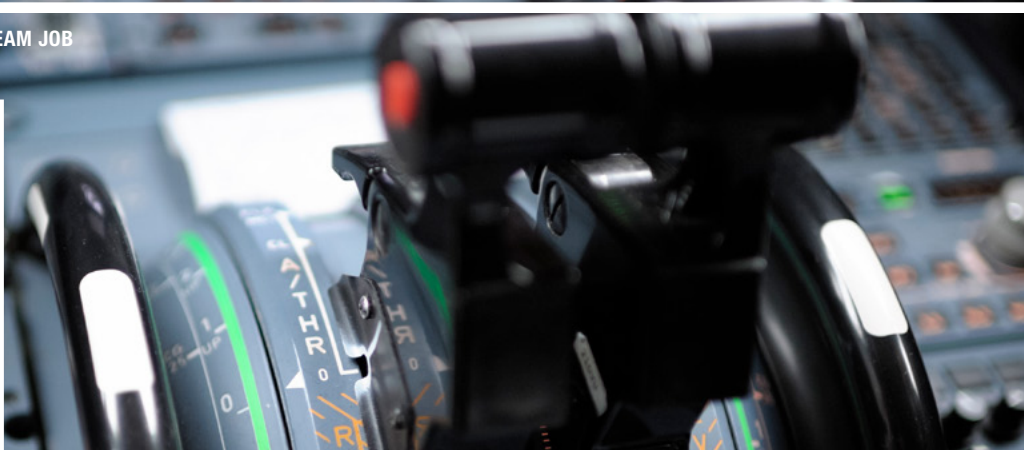
Capt. Paul Ryder, Former ALPA Fee for Departure Committee Chairman

Flying is in our blood, and we recognize that same passion in nearly every pilot we come into contact with. We have all worked hard to earn our stripes and have continued to move through the ranks through even more hard work and training.

While some pilots want to stay where they are, others want to move to another airline or even to a different segment of the industry—and they're looking for help from our union. ALPA's Board of Directors heard the call for action and incorporated priorities focusing on career development and progression into the union's strategic plan. As such, the Fee for Departure (FFD) and Membership Committees, along with ALPA's national officers and staff, have teamed up to develop and execute a comprehensive program, including publications like *Air Line Pilot Careers*, to help each pilot land the job of his or her dreams. This career-progression program will provide ALPA pilots greater exposure to the hiring departments at mainline carriers while they continue to pursue a more direct and certain path with their current airlines where feasible. In addition, ALPA will provide pilots with tools and information to aid in their search, interview, and transition to a mainline carrier. The Association is currently ramping up the program, which will soon be available to ALPA members.

The good news is that pilot hiring projections for mainline airlines are strong. Some large jet airlines are growing, but the biggest reason for pilot hiring comes as a result of the rising number of pilots who are retiring. At the same time, there's been persistent downward pressure on pilot compensation and working conditions in the FFD segment of the industry even as those airlines struggle to maintain staffing. While some FFD pilot groups have been able to improve career progression and other aspects of their contracts, others have not. Mainline hiring has brought welcome relief for many regional pilots, if not a direct solution to their difficulties. In fact, a vast majority of FFD pilots reported via a survey last year that they were seeking to move on to a mainline carrier.

Photo: Gettyimages.com



FIVE TIPS TO GET STARTED

1. **Get your records in order. Order copies of your FAA medical and airman records, driving record, and college transcripts.** This will allow you to verify that the information is correct and give you time, if necessary, to address any issues.
2. **Audit your logbooks to ensure that they are current and accurate.**
3. **Request letters of recommendation.**
4. **Keep a logbook of your situational experiences.** Use it to reflect on your experiences on the line. This will allow you to prepare for your interview and talk articulately about your experiences and how you handled certain situations.
5. **Review and update your applications often.**

In addition, mainline carrier pilots are working with their management teams to bring back more flying into the operation and create more jobs with increased pay, improved benefits, and a better quality of life for our members. Competition for those positions, however, is fierce.

PREPARATION IS KEY TO SUCCESS

A successful applicant typically begins preparing for an interview long before the interview actually takes place. If you haven't already started preparing, now's a good time to start. You never know when you'll get that call, so you need to be ready.

PREPARE, PRACTICE, SUCCEED

The only constant in the airline industry is that it's always changing. Right now, there's a notable shift in pilot hiring at large jet airlines—from virtual stagnation over the past few years to an increasing need for qualified pilots—due to pilot retirements and some

growth. This is a welcome change for many of our members, especially those in the FFD segment and others who aim to move on to large jet airlines.

Getting there takes significant preparation. Think of your career progression as you would a flight—analyze your path, identify your threats, practice minimizing errors, and wait to take off until you've verified that everything is ready.

To put your best foot forward, you need to go beyond the basics of getting your records in order, auditing your logbooks, gathering letters of recommendation, and keeping a logbook of your situational experiences.

The next step is preparing your application. Each airline has its own process, but you can start by chronicling your residence and work experience for the last 10 years, as well as your full education history. This should include all colleges or universities you have attended, and an explanation of any gaps in your education or employment history. In addition, collect contact information for your previous employers and supervisors. This will aid you in determining the best people to use as professional and personal references—those who have both flying and other knowledge of you and would serve as a testament to the value you'd bring to an airline.

STAND OUT FROM THE CROWD

Being successful in today's competitive job market means more than just meeting the minimum requirements and operating the airplane safely. Airlines are looking for pilots who will best represent their carrier, and the best way to show that you are the right fit is through your in-person interview.

Remember, you only have one chance to make a great first impression. Consider using a professional interview-preparation service that specializes in working with pilots. Pilots have a technical skillset that may not always translate well during a human resources interview. To help you articulate all of the qualities you possess, it can be very beneficial to use the services of someone who speaks both languages.

The simulator part of the interview is equally as important, and you may want to again look at using an outside vendor to help you prepare. Although each airline has its own method of screening, it's clear that they are all looking for candidates who bring more to the table—those who best fit the culture, training environment, operations, and more at that particular airline. A simulator evaluation can look at several factors, including a pilot's ability to learn new callouts and techniques, personality, use of CRM skills, and basic technical knowledge.

IMAGE COUNTS

Fair or not, image matters and clothing is a big part of

that. Interviewers are looking for someone who portrays professionalism and instills confidence. Jeans and a t-shirt or khakis and a polo shirt won't cut it. And if you show up looking ruffled, the interviewer is going to think that's how you'll present yourself to passengers.

Make a good first impression—wear a suit and take the time to look polished. This will help the selection personnel envision you wearing their airline's wings. Here are some additional tips to keep in mind when selecting your interview attire:

- Pick the right size and style suit that works with your body type. If you need assistance, ask a sales associate. The expense of purchasing a suit is something that you may need to budget for, but it's a wise investment.
- Have your suit tailored to ensure the perfect fit. Men: pants should be hemmed properly and taken in/out at the waist for a perfect fit, and the jacket should be tailored to the correct length and fit at the sleeves and all around. Women: your suit should be tailored to fit properly.
- Be conservative—think dark colors like navy, black, or gray.
- Keep your tie professional and conservative—no zipper, holiday, or cartoon ties!
- Wear shoes that are new or freshly polished, not worn and frayed. Women should wear closed-toe shoes with a low to moderate heel, especially if there's a sim portion to the interview. Both men and women should select a conservative style—no boots.
- Pay attention to personal hygiene. A fresh, conservative haircut and style are the basics. Save the cologne and perfume for another time. Also, don't draw attention away from your answers by displaying tattoos or wearing flashy makeup or jewelry. Men: the standard for most interviews is one ring on each hand—no chains, earrings, or other flair. Women: a single earring in each ear and one ring on each hand are the standards.

If you're looking to make a move in your career, keep in mind that others are doing the same and investing a lot of time and effort to be successful. Don't make assumptions. Create a clear career progression plan—and take the time to prepare properly and fully and practice to succeed. ▲

Capt. Paul Ryder is the former national resource coordinator and lead subject-matter expert on pilot-supply issues for ALPA.

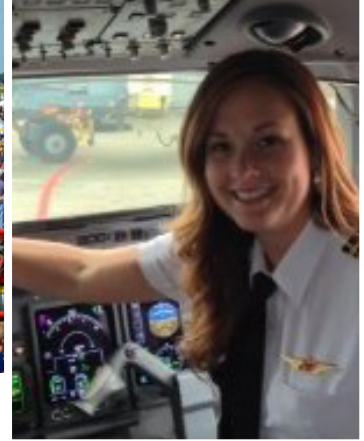


Photo: John Perkinson

ALPA REPS AT EVENTS IN 2018

By F/O Lindsey Van Beusekom, ALPA Fee for Departure Committee Member

The Air Line Pilots Association, International (ALPA) is the largest airline pilot union in the world, representing over 60,000 pilots at 34 U.S. and Canadian airlines. Not only do we advocate for safety standards, but also improved working conditions for pilots and career-progression opportunities. For more than three decades, ALPA has engaged in outreach to the next generation of airline pilots, and we encourage you to reach out and meet our pilot members. You'll find that they're typically friendly allies, ready to offer sound perspective you can use to help navigate the direction of your career and to share their personal experiences and pathways to a professional career.

Whether you're traveling on one of our aircraft, at school, or at your local airport where many of our members still find great joy in flying general-aviation aircraft, you will find a great resource in an ALPA pilot who can share their unique perspective. You can also

find more specific career information on our aspiring airline pilot site, clearedtodream.org, and at events where ALPA representatives and pilots are present.

Be on the lookout for ALPA pilots at aviation education and industry events across the country this year. We'll have pilots deployed to be on hand to answer your questions and share their experiences—from training to flying the line, differences between short- and long-haul flying, domestic and international routes, and pathways to a career. ALPA is here to support your passion for flight and aid your path to the flight deck. ▲

F/O Lindsey Van Beusekom is a Houston-based EMB-145 pilot for ExpressJet Airlines and also an active CRM instructor. A member of the ALPA Fee for Departure Committee, she works with other committee members and staff to advance career progression, career protection, and pay and benefits of pilots at regional airlines.

KEY DATES

JULY

- National Science Teachers Association STEM Forum & Expo (Philadelphia, Pa., July 11-13)
- American School Counselor Association (Los Angeles, Calif., July 14-17)
- EAA AirVenture (Oshkosh, Wis., July 23-29)

AUGUST

- Seafair (Seattle, Wash., August 3-5)
- OBAP Annual Convention & Career Expo (Houston, Tex., August 15-17—Membership)

SEPTEMBER

- UAA Conference (Dallas, Tex., Sept. 26-28)

OCTOBER

- Girls in Aviation Day (Worldwide, October 13)
- Montreal Aviation Museum's Pink Aviation Day (Montréal, Qué., date TBD)
- Aviation Expo (Leesburg, Va., date TBD)

NOVEMBER

- AOPA Annual High School Aviation STEM Symposium (Louisville, Ky., November 5-6)

See the latest schedule of aviation industry events where you can meet ALPA pilot representatives at clearedtodream.org.

CATCH ALPA AT OSHKOSH THIS SUMMER!

Stop by the ALPA booth (#3039) in Exhibit Hangar C in the EAA Four Corners area. Also look for ALPA participation in other EAA AirVenture Oshkosh activities.

For details, contact us at ALPAOshkosh@alpa.org.
For information about Oshkosh 2018, visit www.eaa.org/en/airventure.



ALPA ACE CLUBS—BRIDGING THE GAP FOR ASPIRING PILOTS

By F/O Mark Haley
ALPA Education Committee Chairman

As chairman of ALPA's Education Committee, it is a distinct honor and privilege to work with more than 1,800 dedicated airline pilot volunteers on promoting the piloting profession,

advocating for ALPA, and mentoring aspiring aviators who are preparing for the airline industry. ALPA volunteers accomplish this by visiting universities to mentor collegiate aviators through our professional development programs, and visiting grade schools and participating in community and industry events to encourage students in pre-K through high school to consider a career as a professional airline pilot. In the last academic year, ALPA pilots spoke with over 15,500 elementary, middle, and high school students as well as 1,500 collegiate aviators.

Our flagship collegiate program is the ALPA ACE (Aviation Collegiate Education) Club. This unique professional development and mentoring program helps to bridge the gap between the classroom and the flight deck. ALPA pilots visit college campuses to speak with aspiring aviators about a wide range of aviation-related subjects, including crew resource management, training, and preparing for airline pilot job interviews. In addition to on-campus outreach, ALPA organizes annual field trips for students to tour airline operations and other aviation-related facilities. These field trips enable aspiring aviators to get a behind-the-scenes look at how airlines operate and experience firsthand what it takes to be a professional airline pilot. They, along with the campus visits, help students experience the profession through real-world scenarios and, in doing so, promote more mature and well-rounded thinking.

ALPA ACE Clubs and other types of professional development/mentoring programs are currently established at 11 universities—Arizona State University, Central Washington University, Embry-Riddle Aeronautical University (Daytona Beach, Fla., and Prescott, Ariz. campuses), Indiana State University, Lewis University, Parks College of Saint Louis University, Purdue University, Southern Illinois University, Western Michigan University, and University of North Dakota.

Our pilot volunteers have also visited many other accredited aviation universities throughout the United States and Canada. These Part 141 universities provide a great opportunity for aspiring pilots to achieve their

ratings while earning their college degrees.

If you would like more information, please visit www.clearedtodream.org. This website was designed to be a one-stop shop with comprehensive information and engaging activities for students in grade school through college. It includes "day in the life" stories from line pilots, common pathways and steps for becoming a pilot, scholarship information, job leads, and more.

On behalf of all ALPA members, we wish you good tailwinds in pursuing your aviation goals and look forward to sharing the skies with you soon. ▲

F/O Mark Haley is chairman of ALPA's Education Committee, a role he has served in since 2015. He is based in Houston, Tex., and flies the Boeing 737 for United. Prior to joining United, Haley flew the Embraer ERJ 145 at ExpressJet Airlines.

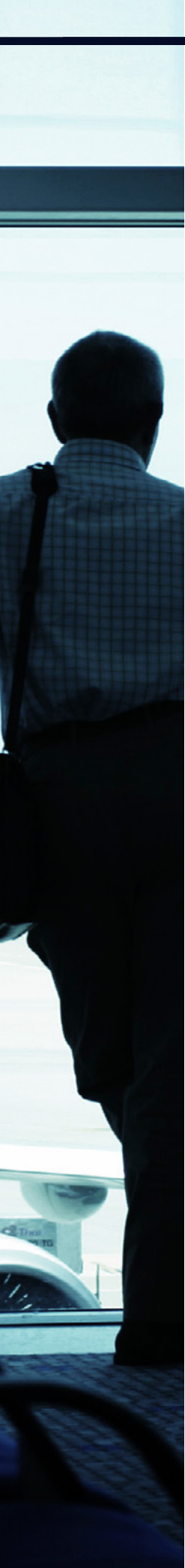


Photos: F/O Kyle Davies (IAZ)

2018 U.S. INDUSTRY OUTLOOK

By Capt. Paul Ryder
Former ALPA Fee for Departure Committee Chairman

As students or commercial pilots, we know you are an educated consumer, always looking for information and making comparisons. You're looking for three main elements: pay, work/life balance, and career progression.



The current narrative of the airline industry includes several players worth mentioning as we start our current state of the industry. The large trunk carriers—American, Delta, and United—are best known as “legacy” or “mainline.” They operate large networks of domestic and international destinations with multiple classes of service. Trunk carriers are supported by regional carriers—or “fee-for-departure,” because they fly under a contracted scheme that pays a fee for each departure the airline makes on behalf of the trunk carrier. Air Wisconsin, Envoy, ExpressJet, Endeavor, and SkyWest are some examples of regional airlines; these carriers operate smaller aircraft not operated by the trunk carriers.

Low-cost carriers (LCC) and ultra-low-cost carriers (ULCC) like Spirit, Frontier, and Southwest operate predominantly domestic high-traffic and leisure routes, and traditionally offer a single class or “a la carte” service. JetBlue and Alaska are examples of hybrid approaches to the LCC and ULCC models mixed with some offerings of a full-service trunk carrier. All-cargo carriers like FedEx and UPS carry cargo of all varieties around the world; they too utilize feeder carriers similar to the trunk passenger carriers. There are also many charter airlines such as Sun Country and Atlas Air that operate large aircraft around the world under contract for other carriers to carry passengers or cargo and also provide their services to the military and other customers that need an air lift to places both far and near.

Major carriers and their regional partners are shifting aircraft among carriers, reevaluating what kind of aircraft to fly, and readjusting the size of their fleets. Some carriers are shrinking, while others are growing. Regional carriers are in various levels of health, both financially and operationally. Examples include: ASA losing its Delta flying and merging its seniority list with ExpressJet; Air Wisconsin lost its American flying but has now partnered with United; CommutAir has experienced rapid growth and the conversion of its fleet from Dash 8 turboprops to EMB-145 turbojets; and Endeavor (also a wholly owned carrier) is experiencing a rise in its block hours through the continued shuffling of the Delta Connection partners.

Of course, the issue that continues to loom large over the regional airline industry is the

competition among carriers to attract and retain pilots in an era of pilot shortages or, more correctly, a pilot pay shortage. Regional carriers are competing with other pilot employers for candidates such as corporate, private, Part 135 charter/air taxi, instructional institutions, and overseas carriers. Mainline and large cargo carriers will be seeking new recruits, as they will be facing over 23,000 retirements over the next nine years. And low-cost carriers such as Allegiant, JetBlue, Spirit, and Frontier are growing and seeking pilots to fill their ranks.

It’s a great time to become an airline pilot. Forecasts show sustained retirements among senior pilots, and career opportunities are improving at all levels of the industry. As students or commercial pilots, we know you are an educated consumer, always looking for information and making comparisons. You’re looking for three main elements: pay, work/life balance, and career progression. In the past, regional carriers have relied on a student’s passion to offset the low starting wages and, prior to the information age, many of the details about the pilot career path were less known. Today airlines must compete for the best and brightest just like any other employer.

While temporary hiring and retention bonuses are still used as recruitment tools, these gimmicks just aren’t cutting it any longer. The employers who continue to rely on them are falling behind, while employers who are negotiating permanent contractual improvements to pay, lifestyle, and career progression are thriving. The recently ratified contract extension at Endeavor, for example, demonstrates that regional airlines can provide the types of wages, work/life balance, and career progression that are needed to attract and retain pilots.

As a potential flight student or current commercial pilot, consideration for entering into this career or selecting an employer includes your ability to pay off the cost of your pilot training and maintain a desirable quality of life. In the following pages, we’ve compiled charts to highlight key factors like pay, retirement, work-life balance, and career progression at several different ALPA carriers—all important aspects of the decision-making process for future airline pilots like yourself. ▲



All figures in U.S. dollars

COMPENSATION

First-Year First Officer Pay	\$35.53	CRJ700 - \$40.00	\$37.46	\$41.51	\$50.16
Min Monthly Guarantee	75 hours	75 hours	75 hours	75 hrs.	75 hours
Per Diem	\$1.80	\$1.85	\$1.85	\$1.80	\$1.80
Healthcare Premium %	25%	30%	30%	Pilot = 29% Pilot + = 34%	25% - HSA, 35% - OAP

401(K)/MATCH/DC

	<u>PILOT DEFERS</u>	<u>YOS</u>	<u>REQ FOR MAX MATCH</u>	<u>YOS</u>	<u>REQ FOR MAX MATCH</u>	<u>YOS</u>	<u>REQ FOR MAX MATCH</u>	<u>2018/2019</u>	<u>PILOT CONTRIBUTION</u>
Pilot Contribution	3-4% 5-6% 7% 8% 9%	1 2 3 4-6% 7-9% 10+	6% 6% 6% 6% 6% 8%	3-24 mths 25-48 mths 49-72 mths 73-108 mths 108-156 mths 157+ mths	2% 4% 6% 8% 10% 12%	9 mths-2 3-5 6+	4% 6% 8%	1-4 5-9 10-19 20+	3% 5% 8% 12.5%
401(k) Match	<u>COMPANY MATCH</u>	<u>YOS</u>	<u>MAX MATCH</u>	<u>YOS</u>	<u>50% MATCH TO MAX OF</u>	<u>YOS</u>	<u>50% MATCH TO MAX OF</u>	<u>2018/2019</u>	<u>COMPANY MAX MATCH</u>
	1% 2% 3% 4% 5%	1 2 3 4-6% 7-9% 10+	1.2% 1.8% 2.4% 3.0% 4.5% 6%	3-24 mths 25-48 mths 49-72 mths 73-108 mths 108-156 mths 157+ mths	1% 2% 3% 4% 5% 6%	9 mths-2 3-5 6+	2% 3% 4%	1-4 5-9 10-19 20+	3% 5% 8% 12.5%
Defined Contribution	28.A. 3%		NA		NA		NA		NA
Defined Benefit	NA		NA		NA		NA		NA
Duty Rig Trip Rig	Duty 1:2 Trip 1:4		Duty 1:2 (1:1 after 12 hours of duty) NA		None		None		None
Pay Protection	100% from awarded schedule		Greater of scheduled or actual		Greater of 3.75 hours or scheduled block or rescheduled block/actual		100% of scheduled or actual		100% scheduled leg by leg
Profit-Sharing	NA		2017 profit sharing paid in 2018, but no future profit-sharing plan		NA		NA		Yes
Deadhead Pay	100%		100%		75%		85%		100% pay (75% scheduled)

WORK LIFE [WORK-LIFE BALANCE]

Min Days Off	Reg: 12 Res: 12	Reg: 11 or 12 Res: 11	Reg: 12 Res: 11	Reg: 11 or 12 Res: 11 or 12	NA					
Vacation Days	<u>YOS</u> 0-1 1-5 6-10 10-19 19+	<1Yr .58 days/mo, <2Yr 1.16 days/mo 14 21 28 35	<u>YOS</u> <1 2-5 6-14 15+	<u>DAYS PER MTH/YR</u> 1.2 / 1.2/14 1.8/21 2.3/28	<u>MOS</u> 0-12 13-60 61-132 132+	<u>ANNUAL ACCRUAL</u> 7 days 14 days 21 days 28 days	<u>YOS</u> 0-1 >1-5 >5-15 15+	<u>ANNUAL ACCRUAL</u> 7 days 14 days 21 days 28 days	<u>YOS</u> <1 1-2 2-5 6-16 16+	<u>ANNUAL ACCRUAL</u> Prorated 7 days 7 days 14 days 21 days 28 days
Sick Time	3.5 hrs per month		<u>YOS</u> 0-4 4-7 7-10 10+	<u>MTHLY ACCRUAL</u> 2.75 hrs 3.00 hrs 3.25 hrs 3.50 hrs	<u>YOS</u> 0-2 3-5 6+	<u>MTHLY ACCRUAL</u> 2.75 hrs 3.00 hrs 3.50 hrs	<u>YOS</u> 0-2 >2-5 5+	<u>MTHLY ACCRUAL</u> 3.00 hrs 3.25 hrs 3.50 hrs		3.5 hr/m

CAREER PROGRESSION

Mainline Partner	UAL (AMR association ended February 2018)	AA until April 2018 DAL until Oct. 2018	UAL	DAL, AA	DAL
Career Progression Pathways	UA-CPP	NA	UAL - CPP	NA	DAL - SSP (ends 2018)
Fleet-Type (#)	CL (65)	CRJ700 (37)	E-145 (27)	E175 (56)	CL65 (46), CL700 (3), CL900 (109)

PREFLIGHT: COMPARING PAY, COMPENSATION & WORK RULES ACROSS THE INDUSTRY



\$38.28	\$37.00	\$36.00	D-100/300 = \$35.84, E-145 = \$39.37	\$39.27	\$36.89
72 hours	75 hours	76	75 hours	75 hours	75 hours
\$1.90	\$1.90	\$1.60	\$1.70	\$1.75	\$1.90
2018 = 33% 2019 = 34% 2020 = 35%	25%	36-40%	Apr 2017 = 23% Apr 2018 = 28% Apr 2019 = 33% Apr 2020 = 35%	35%	Pilot = 29% Pilot + = 34%

YOS 1-4 5-9 10-14 15-19 20+	REQ FOR MAX MATCH 7% 7% 8% 8% 8%	YOS <5 5<10 10+	REQ FOR MAX MATCH 4% 5% 6%	YOS 1-9 10+	up to 6% up to 10%	YOS 1-2 3-8 9+	PILOT CONTRIBUTION Pilots hired before Sept. 2002 MAX COMP MATCH 3.0% 4.5% 5.0%	YOS 6 mths-<5 5-<7 7<-10 10+	ILOT MAX CONTRIBUTION 4% 8% 16% 16%	YOS 9 mths-2 3-7 8+	REQ FOR MAX MATCH 4% 6% 8%
						Pilots currently above 9 YOS capped at current level					

YOS 1-4 5-9 10-14 15-19 20+	MAX MATCH 3.50% 5.25% 6.40% 7.00% 8.00%	YOS <5 5<10 10+	REQ FOR MAX MATCH 4% 5% 6%	YOS Up to 9 10+	50% (3%) 50% (5%)	YOS 1-2 3-8 9+	MAX COMPANY MATCH 3.0% 4.5% 5.0%	YOS 6 mths-<5 5-<7 7<-10 10+	COMPANY MATCH* 50% of 2% 50% of 4% 50% of 8% 75% of 8%	YOS 9 mths-2 3-7 8+	COMPANY MATCH 2% 3% 4%
						Pilots hired after Sept. 2002, in addition to a 1% company contribution					
						Pilots currently above 9 YOS capped at current level					
						*Company match or lesser equal to pilot contribution					

NA	YOS <5 5<10 10<15 15<20 20+	Company Contribution 2.5% 4% 5% 5.5% 6%	NA	NA	NA	YOS 6 mths-<5 5-<7 7<-10 10+	COMPANY MATCH 1.5% 2.0% 2.5% 3.5%	NA
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NA	NA	NA	Yes	NA	NA
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None	None	None	None	None	None
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100% of awarded line	100% of original schedule or actual	Original line guarantee	100% of scheduled or actual	Greater of original schedule, reassigned or min day	Greater of original schedule or flight pay hours
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Per AAG Program. 2018 is 2% of 2017 Gross.	NA	NA	Per AAG Program. 2018 is 2% of 2017 Gross.	Per AAG Program. 2018 is 2% of 2017 Gross.	NA
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75%	100%	62.5%	DH only at greater of 4 hours or length of DH flight. Combined with other duty at greater of 75% scheduled or actual DH time	Ratio at 1:2 on a fly day, 1:1 on DH only day, min of 4 hours on day off DH	100%
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Reg: 11 Res: 11	Reg: 12 Res: 11 or 12	Reg: 11 Res: 11	Reg: 11 Res: 11	Reg: 11 Res: 11	Reg: 12
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YOS After 1 After 2 After 7 After 14	ANNUAL ACCRUAL 7 days 14 days 21 days 28 days	YOS 1 2-6 7-10 11+	VACATION DAYS 7 days 14 days 21 days 28 days	YOS 0-1 1-2 2-5 5-15 16-20 21+	ANNUAL ACCRUAL 0 weeks 1 week 2 weeks 3 weeks 4 weeks	YOS 0-<1 1st full year 2-7 8-15 15+	ANNUAL ACCRUAL Prorated 1-5 days 5 days 10 days 15 days 20 days	YOS After 1 After 2 After 7 After 14	ANNUAL ACCRUAL 7 days 14 days 21 days 28 days	YOS 1 2-5 6-13 14+	ANNUAL ACCRUAL 7 days 14 days 21 days 28 days
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YOS 90 days but <5 After 5	MTHLY ACCRUAL 3.5 hrs 4.0 hrs	Accrual 5 hrs per mth	YOS 0-1 2-4 5+	MTHLY ACCRUAL 1.52 hrs 2.17 hrs 3.00 hrs	4 hr/m	YOS 0-5 6+	MTHLY ACCRUAL 3.5 hrs 4.0 hrs	YOS 0-2 3-5 6+	MTHLY ACCRUAL 3 hrs 3.5 hrs 4 hrs
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AAG	UAL, AAG	UAL, AAG	AAG	AAG	UAL, AAG
AAG - DFP (Direct Flow Program)	UAL - CPP	NA	AAG - FLOW	AAG - FLOW	NA

CL700 (25), E140 / E145 (99), E175 (44)	CRJ700 (37), E135 (3), E145 (120)	CL200 (1), CL700 (20), CL900 (64), E175 (60)	Dash300 (11), E145 (36)	CL65 (35), CL700 (40), CL900 (54)	E145 (63)
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PREFLIGHT: COMPARING PAY, COMPENSATION & WORK RULES ACROSS THE INDUSTRY

All figures in Canadian dollars

COMPENSATION				
First-Year First Officer Pay	\$25.1 (time in seat pay)	\$31.00 (time in seat pay)	\$45.29 for the D328 \$46.83 for the ATR (New Hires when upgrading in the future will be based on time in seat)	\$49.99
Min Monthly Guarantee	100 credit hours; for CAR 705 pilots 70 credit hours	80 credit hours except for 4 months in a year where it will be 77.5 credit hours	80	72
Per Diem	\$1.95	Single Day Pairing : \$27.42 Multi Day Pairing: \$3.10	\$86.5 total when pilot is away from base and there is a change in the Calendar day	For B737: \$3.10 For DH8: \$4.30
Healthcare Premium %	50%	50% mandatory	Health Care Premium not specified, howev- er the pilot will pay 50% of the total cost of ALL insurance plans and benefits	None

RRSP MATCHING/DC PENSION				
Pilot Contribution	Group Plan Employees with 5 or more YOS are eligible to contribute to the RRSP plan.	RPP-DC Based on Years of Service <10 YOS - 3% (mandatory); 10+ YOS - 4%	After one year with the company = 3% Once vested in pension plan = 4% After completing ten years = 5%	RPP-DC 4% of compensation is mandatory Additional contributions permitted
Company Contribution	Company match Match 1% of employees salary in RRSP contributions	Company match 100% of the amount contributed by the pilot	NA	Company match 100% of the pilot's mandatory contri- bution (4%); Not included as taxable income
Additional Company Contribution	NA	NA	NA	NA
Defined Benefit	NA	NA	NA	NA
Duty Rig Trip Rig	0.5:1 1:4	0.5:1 1:4	1:2 1:4	1:3 NA
Pay Protection	Protected for permanent assignment	100% from awarded schedule	Unknown	FO will retain his/her salary scale in the event of a downgrade. CA forced downgrade varies.
Profit-Sharing	NA	NA	NA	NA
Deadhead Pay	100% pay and credit, no credit if training	100%	100% pay and credit	100% equal to a min day (4 hours)

WORK RULES [WORK LIFE-BALANCE]									
Min Days Off	Reg: CA 11 days off from Time in Seat Year 1 to Year 6; CA 12 days off from Time in Seat greater than 6 Years; FO: 11 days off 705 Pilots: 10 days		Reg: 12 Res: 12	Reg: 10, 11 in Jan and Dec Res: 10, 11 in Jan and Dec	Reg: 12 days off Res: 14 days off				
	Reserves shall be awarded one additional day off								
Vacation Days	<u>YOS</u>	<u>DAYS PER YEAR</u>	<u>YOS</u>	<u>ANNUAL ACCRUAL</u>	<u>YOS</u>	<u>DAYS PER YEAR</u>	<u>YOS</u>	<u>DAYS PER YEAR</u>	
	2	10 days	1-4	14 days	<1	Pro-rated 21 days	0-3	10 days	
	6	15 days	5-9	21 days	1-14	21 days	3-10	15 days	
	10	15 days	10-14	35 days	15-24	28 days	10-20	20 days	
	16	20 days	20-21	36 days	>25	35 days	>20	25 days	
			21-22	37 days					
			22-23	38 days					
			23-24	39 days					
			24+	40 days					
Sick Time	7 days per year		17.2 credits per year, max bank of 40 credits		1.67 credits per month		Pilot with <10 YOS max bank of 20 credits Pilot with 10 or more YOS max bank of 20 credits		12 days per year

CAREER PROGRESSION				
Mainline Partner	ACA	NA	NA	NA
Career Progression Pathways	NA	NA	NA	NA

Fleet-Type (#)	CRJ, B1900	Fairchild Metroliner	ATR 42 / 72, D328	B737, Dash 8
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ALL CONTRACT PROVISIONS IN EFFECT AS OF 06-01-2018, SUBJECT TO CHANGE AS CARRIERS NEGOTIATE MODIFICATIONS.



COMPENSATION

First-Year First Officer Pay	\$38.96	\$15.79 (time in seat pay)	\$42.11 (time in seat pay)
Min Monthly Guarantee	75	160 duty hours per block period	75
Per Diem	Breakfast = \$16.17 Lunch = \$21.32 Dinner = \$33.82 Incidentals = \$18.36	Breakfast = \$20.00 Lunch = \$20.00 Dinner = \$30.00	Meal Cost Allowance - specifics unknown
Healthcare Premium %	30%	None required	Flex credits provided, based on salary and coverage tier to offset cost of all benefits

RSP MATCHING/DC PENSION

Pilot Contribution	Group RPP-DC Mandatory for pilots hired/rehired on or after 2/1/15, based on y/s: 1st year - 4%; 2nd-3rd year - 5%; 4th+ year - 6%.	RPP-DC 3% of earnings mandatory. Additional contributions permitted.	No Plan
Company Contribution	Company contribution (based on y/s) 1st year - 4%; 2nd-3rd year - 5%; 4th year - 6%; 5th year - 7%; 6th+ year - 8%. Contributions made to RPP; not included as taxable income.	Company match 100% of pilot's mandatory contribution (3%). Not included as taxable income.	No Plan
Additional Company Contribution	NA	NA	NA
Defined Benefit	NA	NA	NA
Duty Rig	1:2	NA	NA
Trip Rig	1:4	NA	NA
Pay Protection	Once block has been awarded the credit level it establishes becomes guarantee	Pilot will not suffer any loss of pay when upgrading from one type/category to another within status	Unknown
Profit-Sharing	NA	NA	Yes, specific details unknown
Deadhead Pay	1:2 duty rig	NA	50% pay, and credit

WORK RULES [WORK LIFE-BALANCE]

Min Days Off	Reg: 12 Res: 12	14 days for rotational pilots Non rotational: 10 days for 0-12 months of service; 11 days for 13-60 months of service; 12 days for 61+ months of service;	12 in 30 day month or 13 in 31 day month 10 in 30 day month or 11 in 31 day month for pilots required to complete initial training																														
Vacation Days	<table border="1"> <thead> <tr> <th>YOS</th> <th>DAYS PER YEAR</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>10 days</td> </tr> <tr> <td>4-8</td> <td>15 days</td> </tr> <tr> <td>8-18</td> <td>20 days</td> </tr> <tr> <td>>18</td> <td>25 days</td> </tr> </tbody> </table>	YOS	DAYS PER YEAR	0-4	10 days	4-8	15 days	8-18	20 days	>18	25 days	<table border="1"> <thead> <tr> <th>YOS</th> <th>DAYS PER YEAR</th> </tr> </thead> <tbody> <tr> <td>1-3</td> <td>14 days</td> </tr> <tr> <td>4-8</td> <td>21 days</td> </tr> <tr> <td>9-14</td> <td>28 days</td> </tr> <tr> <td>15-19</td> <td>35 days</td> </tr> <tr> <td>20+</td> <td>42 days</td> </tr> </tbody> </table>	YOS	DAYS PER YEAR	1-3	14 days	4-8	21 days	9-14	28 days	15-19	35 days	20+	42 days	<table border="1"> <thead> <tr> <th>YOS</th> <th>DAYS PER YEAR</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>10 days</td> </tr> <tr> <td>4</td> <td>15 days</td> </tr> <tr> <td>8+</td> <td>20 days</td> </tr> </tbody> </table>	YOS	DAYS PER YEAR	2	10 days	4	15 days	8+	20 days
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9+	4 days																																

CAREER PROGRESSION

Mainline Partner	Air Canada	NA	WestJet
Career Progression Pathways	NA	NA	NA

Fleet-Type (#)	CRJ100/200/705, Q400, Classic D8-100/300	HS748/DH8 (705), Beech 1900D (704), Pilatus PC-12 (PC12), Cessna Caravan 208B (C208)	Q400
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50–59-Seat Jets Pay Rate Comparison

All figures in U.S. dollars

CAPTAIN												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Air Wisconsin	10/1/17	CL-65	\$67.12	\$69.77	\$72.95	\$75.13	\$77.41	\$79.74	\$82.09	\$84.53	\$87.15	\$89.89
Atlantic Southeast	2/1/16	35–59-Seat Turbojet	\$58.45	\$61.72	\$65.81	\$67.82	\$69.85	\$71.97	\$74.15	\$76.39	\$78.69	\$81.11
CommutAir	12/1/17	ERJ 145	\$64.59	\$66.21	\$67.85	\$69.55	\$71.29	\$73.07	\$74.90	\$76.77	\$78.69	\$80.66
Endeavor	1/1/18	CL200	\$84.40	\$86.24	\$88.15	\$90.10	\$92.09	\$94.17	\$96.31	\$98.49	\$100.76	\$103.09
Envoy	7/13/17	50–59-Seat Turbojet	\$65.68	\$67.65	\$69.68	\$71.74	\$73.90	\$76.14	\$77.66	\$79.96	\$82.38	\$84.88
ExpressJet	1/1/18	EMB-145	\$67.65	\$64.75	\$66.67	\$68.61	\$70.64	\$72.71	\$74.12	\$76.30	\$78.54	\$80.85
Jazz	7/1/18	CRJ/Q400	\$77.94	\$80.10	\$84.43	\$86.59	\$89.74	\$91.98	\$94.28	\$96.64	\$99.06	\$101.53
Mesa	1/1/18	CR200/E145/E135	\$71.74	\$57.67	\$59.41	\$61.20	\$63.01	\$64.84	\$66.61	\$68.75	\$70.86	\$73.04
Piedmont	7/1/17	45–59-Seat Jets	\$73.90	\$63.94	\$65.10	\$69.90	\$72.01	\$74.13	\$75.94	\$78.15	\$80.69	\$83.00
PSA	8/1/17	CRJ Blended Rate	\$76.14	\$67.73	\$69.48	\$72.67	\$74.84	\$77.09	\$78.75	\$81.08	\$83.61	\$86.05
Trans States	8/1/17	50-Seat Jet	\$64.74	\$67.37	\$69.98	\$72.32	\$74.52	\$76.77	\$78.86	\$81.24	\$83.76	\$86.33
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Air Wisconsin	10/1/17	CL-65	\$92.56	\$95.60	\$98.30	\$101.35	\$103.85	\$106.26	\$108.57	\$110.93	—	—
Atlantic Southeast	2/1/16	35–59-Seat Turbojet	\$83.57	\$86.47	\$88.71	\$91.41	\$94.20	\$96.98	\$99.36	\$101.80	—	—
CommutAir	12/1/17	ERJ 145	\$82.68	\$84.74	\$86.86	\$89.03	\$91.26	\$93.54	\$95.87	\$98.27	\$100.73	\$103.24
Endeavor	1/1/18	CL200	\$105.49	\$107.96	\$111.15	\$113.89	\$117.70	—	—	—	—	—
Envoy	1/1/18	50–59-Seat Turbojet	\$87.39	\$90.01	\$92.75	\$95.51	\$97.12	\$99.05	\$100.53	\$102.04	—	—
ExpressJet	2/17/16	EMB-145	\$83.23	\$85.68	\$88.21	\$90.81	\$92.60	\$94.43	\$96.28	\$98.18	\$98.18	98.18
Jazz	7/1/18	CRJ/Q400	\$104.07	\$106.67	\$109.34	\$112.07	\$115.19	\$117.74	\$120.69	\$123.71	\$126.80	\$129.98
Mesa	1/1/18	44–59-Seat Jet	\$75.15	\$77.45	\$79.74	\$82.20	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58
Piedmont	4/1/16	45–59-Seat Jet	\$85.42	\$87.87	—	—	—	—	—	—	—	—
PSA	1/1/18	CRJ Blended Rate	\$88.61	\$91.22	\$91.22	\$91.22	\$91.22	\$91.22	\$91.22	\$91.22	—	—
Trans States	2/17/16	50-Seat Jet	\$88.92	\$91.72	\$94.40	\$97.18	\$99.69	\$101.86	\$103.91	\$106.07	—	—

HELPFUL TIPS 1 of 4

Career-Progression Pathways, Flow Agreement: Arrangement providing opportunities for fee-for-departure carrier pilots to transition to a mainline partner under a negotiated program.

Credit Hour: The hourly unit by which a pilot is compensated at rates set forth in the contract.

Deadhead Pay: A contractual amount of pay applied to the time a pilot spends positioning in the back of an aircraft in order to start or end a duty assignment.

50–59-Seat Jets Pay Rate Comparison

All figures in U.S. dollars

FIRST OFFICER												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Air Wisconsin	10/1/17	CL-65	\$35.53	\$41.86	\$43.76	\$45.08	\$46.45	\$47.85	\$49.26	\$50.73	—	—
Atlantic Southeast	2/1/16	35–59-Seat Turbojet	\$37.00	\$40.80	\$41.29	\$42.51	\$43.78	\$45.09	\$46.44	\$46.44	—	—
CommutAir	12/1/17	ERJ 145	\$36.91	\$39.37	\$40.59	\$41.82	\$43.06	\$44.29	—	—	—	—
Endeavor	1/1/18	CL200	\$50.16	\$56.95	\$60.01	\$61.97	\$63.20	\$64.46	\$65.74	—	—	—
ExpressJet	2/1/16	EMB-145/135	\$37.00	\$37.63	\$37.96	\$40.38	\$41.54	\$42.75	\$43.98	\$45.26	—	—
Jazz	7/1/18	CRJ/Q400	\$38.96	\$40.04	\$41.14	\$43.30	\$50.88	\$57.62	\$63.81	\$66.37	\$69.02	\$71.78
Piedmont	4/1/17	FO Jet Rate	\$39.37	\$40.77	\$40.77	\$40.77	—	—	—	—	—	—
PSA	4/1/17	CRJ Blended Rate	\$38.96	\$40.36	\$40.36	\$40.36	\$40.36	\$40.36	\$40.36	\$40.36	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15					
Air Wisconsin	10/1/17	CL-65	—	—	—	—	—					
Atlantic Southeast	2/1/16	35–59-Seat Turbojet	—	—	—	—	—					
CommutAir	12/1/17	ERJ 145	—	—	—	—	—					
Endeavor	1/1/18	CL200	—	—	—	—	—					
ExpressJet	2/1/16	EMB-145/135	—	—	—	—	—					
Jazz	7/1/18	CRJ/Q400	\$73.58	\$75.41	\$77.29	\$79.24	\$81.21					
Piedmont	4/1/17	FO Jet Rate	—	—	—	—	—					
PSA	4/1/17	CRJ Blended Rate	—	—	—	—	—					

HELPFUL TIPS 2 of 4

Defined Benefit Plan: An employer-sponsored retirement plan, like a pension plan, which provides post-retirement income.

Duty Rig: Pay credit based on the amount of time that a pilot spends on duty.

Defined Contribution Plan: A type of employer-sponsored retirement plan in which the employer, pilot, or both make contributions on a regular basis to such plan.

60–70-Seat Jets Pay Rate Comparison

All figures in U.S. dollars

CAPTAIN												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Atlantic Southeast	2/1/16	60–76-Seat Turbojet	\$64.77	\$66.74	\$68.74	\$70.83	\$72.98	\$75.19	\$77.45	\$79.80	\$82.97	\$86.24
Compass	1/1/18	51–76-Seat Jet	\$73.78	\$76.06	\$78.38	\$80.79	\$83.08	\$85.63	\$88.51	\$91.48	\$94.28	\$97.20
Envoy	1/1/18	60–76-Seat Turbojet (CRJ700 & EMB-175)	\$69.13	\$71.18	\$73.33	\$75.56	\$77.76	\$80.14	\$81.73	\$84.17	\$86.70	\$89.30
Mesa	7/1/17	CR700/E170	\$62.31	\$64.08	\$65.89	\$67.78	\$69.69	\$71.67	\$73.68	\$75.77	\$77.92	\$80.14
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Atlantic Southeast	10/1/17	60–76-Seat Turbojet	\$88.87	\$91.56	\$94.36	\$97.22	\$100.18	\$103.15	\$106.18	\$109.33	—	—
Compass	2/1/16	51–76-Seat Jet	\$100.14	\$103.18	\$106.09	\$108.81	\$111.43	\$114.04	\$116.72	\$119.39	—	—
Envoy	1/1/18	60–76-Seat Turbojet (CRJ700 & EMB-175)	\$91.99	\$94.74	\$97.61	\$100.52	\$102.20	\$104.26	\$105.82	\$107.41	—	—
Mesa	1/1/18	CR700/E170	\$82.43	\$84.78	\$87.20	\$89.70	\$92.28	\$93.69	\$95.13	\$96.58	\$98.05	\$99.65

60–70-Seat Jets Pay Rate Comparison

All figures in U.S. dollars

FIRST OFFICER												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Atlantic Southeast	2/1/16	60–76-Seat Turbojet	\$40.00	\$40.64	\$41.84	\$43.09	\$44.38	\$45.71	\$47.07	\$48.48	—	—
Compass	1/1/18	51–76-Seat Jet	\$41.51	\$42.43	\$45.05	\$46.89	\$48.08	\$49.26	\$50.38	\$51.40	\$51.62	—
Trans States	8/1/17	51–78-Seat Turboprop & 50-Seat Jet	\$36.89	\$39.76	\$41.81	\$42.94	\$44.30	\$45.67	—	—	—	—

HELPFUL TIPS 3 of 4

Mainline Partner: A network carrier that typically operates between hub airports within their network. Such carriers often rely on fee-for-departure carriers to provide a wider market reach through capacity purchase agreements.

Minimum Monthly Guarantee: The contractual minimum number of hours pilots are paid and expected to fly at an airline each month. Contractual rules govern

what happens when a pilot does not meet or exceeds this guarantee.

Pay Protection: A contractual mechanism designed to guarantee a pilot's pay and credit when a trip is canceled or changed by the airline.

>70-Seat Jets Pay Rate Comparison

All figures in U.S. dollars

CAPTAIN												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Endeavor	1/1/18	CL900	\$88.72	\$90.70	\$92.73	\$94.81	\$96.96	\$99.18	\$101.47	\$103.82	\$106.24	\$108.75
Envoy	1/1/18	EMB-175	\$69.13	\$71.18	\$73.33	\$75.56	\$77.76	\$80.14	\$81.73	\$84.17	\$86.70	\$89.30
Mesa	7/1/17	CR900/E175 (<86,000 lbs)	\$63.00	\$65.00	\$67.00	\$69.00	\$71.00	\$73.00	\$75.00	\$77.00	\$79.00	\$81.75
Trans States (Dependent on MRJ)	8/1/17	51-78-Seat Jet	\$68.48	\$71.15	\$73.72	\$76.17	\$78.43	\$80.82	\$83.09	\$85.57	\$88.44	\$91.38
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Endeavor	1/1/18	CL900	\$111.30	\$113.95	\$116.65	\$119.39	\$122.20	—	—	—	—	—
Envoy	1/1/18	EMB-175	\$91.99	\$94.74	\$97.61	\$100.52	\$102.20	\$104.26	\$105.82	\$107.41	—	—
Mesa	7/1/17	CR900/E175 (<86,000 lbs)	\$84.12	\$86.66	\$89.26	\$91.96	\$94.43	\$96.46	\$98.53	\$100.65	—	—
Trans States (Dependent on MRJ)	8/1/17	51-78-Seat Jet	\$94.14	\$97.11	\$99.97	\$103.04	\$105.92	\$108.15	\$110.26	\$112.55	—	—

>70-Seat Jets Pay Rate Comparison

All figures in U.S. dollars

FIRST OFFICER												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Endeavor	1/1/18	CL900	\$50.16	\$59.17	\$61.65	\$63.24	\$64.50	\$65.78	\$67.09	—	—	—
Envoy	1/1/18	All Turbojet	\$26.10	\$35.26	\$38.28	\$40.18	\$41.20	\$41.87	\$42.41	\$43.13	—	—
Mesa	7/1/17	<=86k lbs Jet	\$36.00	\$38.00	\$38.00	\$38.00	\$39.00	\$41.00	—	—	—	—
Trans States	8/1/17	51-78-Seat Jet	\$38.38	\$41.16	\$42.97	\$43.96	\$45.18	\$46.40	—	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15					
Endeavor	1/1/18	CL900	—	—	—	—	—					
Envoy	1/1/18	All Turbojet	—	—	—	—	—					
Mesa	7/1/17	<=86k lbs Jet	\$47.00	\$49.00	\$50.00	\$51.00	\$52.00					
Trans States	8/1/17	51-78-Seat Jet	—	—	—	—	—					

HELPFUL TIPS 4 of 4

Per Diem: A specific negotiated amount of money an airline reimburses pilots per day to cover some living expenses while on a trip. Normally, this is considered nontaxable earnings.

Pilot Contribution: A mandatory or voluntary amount of pretax earnings that a pilot contributes toward a company-sponsored retirement plan.

Profit Sharing: A negotiated system in which pilots receive a direct share of the airline's profits.

Trip Rig: Pay credit based on a pilot's time away from domicile.

<59-Seat Jets Pay Rate Comparison

All figures in Canadian dollars

CAPTAIN												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Air Georgian	7/1/16	Turboprop 20 to 50 Seats	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64
Bearskin	1/1/18	ALL	\$62.20	\$63.76	\$65.34	\$66.98	\$68.67	\$70.37	\$72.13	\$73.94	\$75.79	\$77.67
Calm Air	5/1/17	Hawker / ATR	\$86.926	\$88.671	\$90.439	\$92.248	\$94.089	\$95.971	\$97.894	\$99.850	\$101.847	\$103.886
Jazz	7/1/17	CRJ100/200/705, Q400	\$76.41	\$78.53	\$82.77	\$84.89	\$87.99	\$90.18	\$92.43	\$94.75	\$97.11	\$99.54
Wasaya	7/1/17	HS748/DH8 (705)	\$36.76	\$37.87	\$39.00	\$40.17	\$41.37	\$42.00	\$42.62	\$43.26	\$43.91	\$44.57
Wasaya	7/1/17	Beech 1900D (704)	\$30.45	\$31.36	\$32.30	\$33.27	\$34.27	\$34.79	\$35.31	\$35.84	\$36.38	\$36.92
Wasaya	7/1/17	Pilatus PC-12 (PC12)	\$26.32	\$27.11	\$27.92	\$28.76	\$29.62	\$30.07	\$30.52	\$30.98	\$31.44	\$31.91
Wasaya	7/1/17	Cessna Caravan 208B (C208)	\$23.22	\$23.91	\$24.63	\$25.37	\$26.13	\$26.52	\$26.92	\$27.32	\$27.73	\$28.15
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Air Georgian	7/1/16	Turboprop 20 to 50 Seats	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	\$67.64	—	—
Bearskin	1/1/18	ALL	\$79.62	\$81.61	\$83.65	\$85.74	\$87.88	\$90.08	\$92.34	\$94.65	—	—
Calm Air	5/1/17	Hawker / ATR	\$105.957	\$108.079	\$110.244	\$111.342	\$112.461	\$113.579	—	—	—	—
Jazz	7/1/17	CRJ100/200/705, Q400	\$102.03	\$104.58	\$107.19	\$109.87	\$112.63	\$115.44	\$118.32	\$121.29	—	—
Wasaya	7/1/17	HS748/DH8 (705)	\$45.91	\$47.98	\$49.41	\$50.40	\$52.92	—	—	—	—	—
Wasaya	7/1/17	Beech 1900D (704)	\$38.03	\$37.74	\$40.93	\$41.75	\$43.84	—	—	—	—	—
Wasaya	7/1/17	Pilatus PC-12 (PC12)	\$32.87	\$34.35	\$35.38	\$36.09	\$37.89	—	—	—	—	—
Wasaya	7/1/17	Cessna Caravan 208B (C208)	\$28.99	\$30.30	—	—	—	—	—	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	0-18 MONTHS	19-30 MONTHS	31-42 MONTHS	43-54 MONTHS	55-66 MONTHS	67-78 MONTHS	79-90 MONTHS	91+ MONTHS		
Canadian North	2/1/16	Dash 8	\$79.25	\$82.17	\$85.08	\$87.99	\$90.91	\$92.91	\$94.91	\$96.91		
Canadian North	2/1/17	Dash 8	\$80.04	\$82.09	\$85.93	\$88.87	\$91.82	\$93.84	\$95.86	\$97.88		
Canadian North	2/1/18	Dash 8	\$80.84	\$83.82	\$86.79	\$89.76	\$92.73	\$94.78	\$96.82	\$98.86		

HELPFUL TIPS 1 of 4

Career-Progression Pathways, Flow Agreement: Arrangement providing opportunities for fee-for-departure carrier pilots to transition to a mainline partner under a negotiated program.

Credit Hour: The hourly unit by which a pilot is compensated at rates set forth in the contract.

Deadhead Pay: A contractual amount of pay applied to the time a pilot spends positioning in the back of an aircraft in order to start or end a duty assignment.

<59-Seat Jets Pay Rate Comparison

All figures in Canadian dollars

FIRST OFFICER												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Air Georgian	7/1/16	Turboprop 20 to 50 Seats	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	—	—
Bearskin	1/1/18	ALL	\$31.00	\$32.74	\$33.56	\$34.38	\$35.25	—	—	—	—	—
Jazz	7/1/17	CRJ100/200/705, Q400	\$38.20	\$39.26	\$40.33	\$42.45	\$49.88	\$56.49	—	—	—	—
Wasaya	7/1/17	HS748/DH8 (705)	\$22.05	\$22.72	\$23.40	\$24.10	\$24.82	\$25.19	\$25.57	—	—	—
Wasaya	7/1/17	Beech 1900D (704)	\$18.27	\$18.81	\$19.38	\$19.96	\$20.56	\$20.87	\$21.18	\$21.50	—	—
Wasaya	7/1/17	Pilatus PC-12 (PC12)	\$15.79	\$16.26	\$16.75	\$17.25	\$17.77	\$18.03	\$18.30	\$18.58	\$18.86	\$19.14
Wasaya	7/1/17	Cessna Caravan 208B (C208)	\$15.79	—	—	—	—	—	—	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Air Georgian	7/1/16	Turboprop 20 to 50 Seats	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30	—	—
Bearskin	1/1/18	ALL	—	—	—	—	—	—	—	—	—	—
Jazz	7/1/17	CRJ100/200/705, Q400	\$72.13	\$73.93	\$75.79	\$77.67	\$79.62	—	—	—	—	—
Wasaya	7/1/17	HS748/DH8 (705)	\$27.54	\$28.78	\$29.65	\$30.24	\$31.75	—	—	—	—	—
Wasaya	7/1/17	Beech 1900D (704)	\$22.81	\$23.84	\$24.55	\$25.04	\$26.30	—	—	—	—	—
Wasaya	7/1/17	Pilatus PC-12 (PC12)	\$19.71	\$20.60	\$21.22	\$21.64	\$22.73	—	—	—	—	—
Wasaya	7/1/17	Cessna Caravan 208B (C208)	—	—	—	—	—	—	—	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	0-18 MONTHS	19-30 MONTHS	31-42 MONTHS	43-54 MONTHS	55-66 MONTHS	67-78 MONTHS	79-90 MONTHS	91+ MONTHS		
Canadian North	2/1/16	Dash 8	\$49.00	\$49.00	\$51.28	\$53.61	\$55.94	\$58.34	\$59.68	\$61.01		
Canadian North	2/1/17	Dash 8	\$49.49	\$49.49	\$51.79	\$54.15	\$56.50	\$58.92	\$60.27	\$61.62		
Canadian North	2/1/18	Dash 8	\$49.99	\$49.99	\$52.31	\$54.69	\$57.07	\$59.51	\$60.87	\$62.24		

HELPFUL TIPS 2 of 4

Defined Benefit Plan: An employer-sponsored retirement plan, like a pension plan, which provides post-retirement income.

Duty Rig: Pay credit based on the amount of time that a pilot spends on duty.

Defined Contribution Plan: A type of employer-sponsored retirement plan in which the employer, pilot, or both make contributions on a regular basis to such plan.

60–70-Seat Jets Pay Rate Comparison

All figures in Canadian dollars

CAPTAIN												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Air Georgian	7/1/16	Regional Jet 20 to 50 Seats	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84
Jazz	7/1/17	Classic D8-100/300	\$77.94	\$80.10	\$84.43	\$86.59	\$89.74	\$91.98	\$94.28	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Air Georgian	7/1/16	Regional Jet 20 to 50 Seats	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84	\$72.84
Jazz	7/1/17	Classic D8-100/300	—	—	—	—	—	—	—	—	—	—

60–70-Seat Jets Pay Rate Comparison

All figures in Canadian dollars

FIRST OFFICER												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
Air Georgian	7/1/16	Regional Jet 20 to 50 Seats	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50
Jazz	7/1/17	Classic D8-100/300	\$38.96	\$40.04	\$41.14	\$43.30	\$50.88	\$57.62	\$63.81	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Air Georgian	7/1/16	Regional Jet 20 to 50 Seats	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50	\$38.50
Jazz	7/1/17	Classic D8-100/300	—	—	—	—	—	—	—	—	—	—

HELPFUL TIPS 3 of 4

Mainline Partner: A network carrier that typically operates between hub airports within their network. Such carriers often rely on fee-for-departure carriers to provide a wider market reach through capacity purchase agreements.

Minimum Monthly Guarantee: The contractual minimum number of hours pilots are paid and expected to fly at an airline each month. Contractual rules govern

what happens when a pilot does not meet or exceeds this guarantee.

Pay Protection: A contractual mechanism designed to guarantee a pilot's pay and credit when a trip is canceled or changed by the airline.

>70-Seat Jets Pay Rate Comparison

All figures in Canadian dollars

CAPTAIN												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
WestJet Encore	1/1/18	Bombardier Q400	\$75.25	\$77.55	\$79.92	\$82.36	\$84.88	—	—	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
WestJet Encore	1/1/18	Bombardier Q400	—	—	—	—	—	—	—	—	—	—

AIRLINE	EFFECTIVE DATE	EQUIPMENT	0-18 MONTHS	19-30 MONTHS	31-42 MONTHS	43-54 MONTHS	55-66 MONTHS	67-78 MONTHS	79-90 MONTHS	91+ MONTHS
Canadian North	2/1/16	B-737	\$139.73	\$145.21	\$150.69	\$156.17	\$161.65	\$165.08	\$168.51	\$171.95
Canadian North	2/1/17	B-737	\$141.12	\$146.66	\$152.19	\$157.73	\$163.26	\$166.73	\$170.20	\$173.66
Canadian North	2/1/18	B-737	\$142.54	\$148.13	\$153.71	\$159.30	\$164.89	\$168.40	\$171.90	\$175.40

>70-Seat Jets Pay Rate Comparison

All figures in Canadian dollars

FIRST OFFICER												
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10
WestJet Encore	1/1/18	Bombardier Q400	\$42.11	\$43.84	\$45.65	\$47.53	\$49.48	—	—	—	—	—
AIRLINE	EFFECTIVE DATE	EQUIPMENT	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
WestJet Encore	1/1/18	Bombardier Q400	—	—	—	—	—	—	—	—	—	—

AIRLINE	EFFECTIVE DATE	EQUIPMENT	0-18 MONTHS	19-30 MONTHS	31-42 MONTHS	43-54 MONTHS	55-66 MONTHS	67-78 MONTHS	79-90 MONTHS	91+ MONTHS
Canadian North	2/1/16	B-737	\$49.00	\$70.22	\$75.11	\$76.47	\$77.86	\$79.77	\$81.43	\$83.09
Canadian North	2/1/17	B-737	\$49.49	\$70.92	\$75.86	\$77.24	\$78.64	\$80.57	\$82.24	\$83.92
Canadian North	2/1/18	B-737	\$49.99	\$71.63	\$76.62	\$78.01	\$79.42	\$81.37	\$83.07	\$84.76

HELPFUL TIPS 4 of 4

Per Diem: A specific negotiated amount of money an airline reimburses pilots per day to cover some living expenses while on a trip. Normally, this is considered nontaxable earnings.

Pilot Contribution: A mandatory or voluntary amount of pretax earnings that a pilot contributes toward a company-sponsored retirement plan.

Profit Sharing: A negotiated system in which pilots receive a direct share of the airline's profits.

Trip Rig: Pay credit based on a pilot's time away from domicile.

ALPA PILOT GROUPS—AT A GLANCE



The indisputable power of pilots acting in solidarity to promote and advance their careers and profession is more apparent than ever as they advocate for their careers and promote the piloting profession to the next generation of aviators. ALPA represents and advocates for more than 60,000 pilots at 34 U.S. and Canadian airlines, making it the world's largest airline pilot union. ALPA pilots transport millions of passengers and tons of cargo safely to their destinations, personifying the Association's motto of "Schedule with Safety" to the world.

Here's a look at our fee-for-departure members and the carriers they fly for in 2018.



Photo: F/O Kyle Davies (Jazz Aviation)

AIR GEORGIAN

PILOTS JOINED ALPA: 2017

NUMBER OF PILOTS: 260+

HEADQUARTERS: Mississauga, Ont.

FLEET: 18 Bombardier CRJ200s and 14 Beechcraft B1900Ds



Photo: Capt. Tracy Miller (ExpressJet)

ATLANTIC SOUTHEAST

PILOTS JOINED ALPA: 1987

NUMBER OF PILOTS: 432

HEADQUARTERS: Atlanta, Ga.

PILOT BASES: Atlanta, Ga., and Dallas/Fort Worth, Tex.

FLEET: 37 CRJ700s



Photo: Calm Air

CALM AIR

PILOTS JOINED ALPA: 1997 (became an ALPA-represented pilot group when the Canadian Air Line Pilots Association [CALPA] merged with ALPA)

NUMBER OF PILOTS: 80+

PILOT BASES: Thompson and Winnipeg, Man.

OPERATIONS: Scheduled passenger and cargo service throughout northern Manitoba and

Nunavut, including destinations along the western

shore of Hudson Bay and into the high Arctic

FLEET: 12 ATRs—7 ATR 42s (1 freighter and 6 cargo/passenger combis), and 5 ATR 72s (2 freighters)



Photo: Capt. Chris Suhs (Air Wisconsin)

AIR WISCONSIN

PILOTS JOINED ALPA: 1982

NUMBER OF PILOTS: approximately 525

OPERATIONS: The largest privately held fee-for-departure airline in the U.S., Air Wisconsin carries nearly 6 million passengers each year via nearly 350 daily departures to 71 cities in 26 states and 3 Canadian provinces for American Eagle and United Express. The airline will serve United exclusively by March 2018.

HEADQUARTERS: Appleton, Wisc.

DOMICILES: Chicago, Ill.; Washington, D.C.; Norfolk, Va.; and Philadelphia, Pa.

FLEET: 65 Bombardier CRJ200s



BEARSKIN

PILOTS JOINED ALPA: 1997 (became an ALPA-represented pilot group when CALPA merged with ALPA)

NUMBER OF PILOTS: 50

HEADQUARTERS: Thunder Bay, Ont.

OPERATIONS: Scheduled and charter passenger service

FLEET: 11 Fairchild Swearingen Meritliners



Photo: Colby Stopa, Wikimedia.com

CANADIAN NORTH

PILOTS JOINED ALPA: 2011

NUMBER OF PILOTS: 120

HEADQUARTERS: Edmonton and Calgary, Alb.

OPERATIONS: Scheduled passenger and cargo service throughout Nunavut and the Northwest

Territories, as well as chartered operations throughout Canada, the U.S., Mexico, the Caribbean, and Europe

FLEET: 11 Fairchild Swearingen Mertr liners



COMMUTAIR

PILOTS JOINED ALPA: 2008

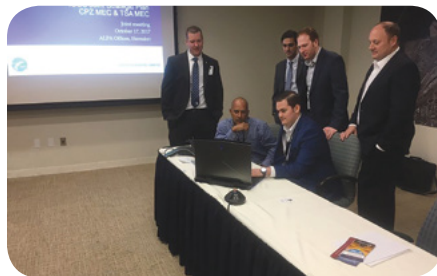
NUMBER OF PILOTS: 278

PILOT BASES: Newark, N.J., and Washington Dulles, Va.

HEADQUARTERS: South Burlington, Vt.

DESTINATIONS: CommutAir flies to more than 30 cities in the Midwest, Northeast, and Canada

FLEET: 27 Embraer ERJ 145s



COMPASS

PILOTS JOINED ALPA: 2007

NUMBER OF PILOTS: 700

MANAGEMENT: Founded in 2007 as a wholly owned subsidiary of Northwest Airlines, Compass is one of three airlines owned by Trans States Holdings Inc., including Trans States and GoJet

OPERATIONS: Compass flies more than 6.5 million passengers annually for Delta Connection and American Eagle, averaging 300 flights daily to more than 50 destinations in the U.S., Canada, and Mexico

PILOT DOMICILES: Los Angeles, Calif.; Seattle, Wash.; and Phoenix, Ariz.

HEADQUARTERS: Minneapolis, Minn.

FLEET: 56 E175s



Photo: Kimberly Seitz

ENDEAVOR AIR

PILOTS JOINED ALPA: 1988 (as Express Airlines I before its name change to Pinnacle in 2002 and Endeavor Air in 2013); purchased Colgan Air in 2007; purchased Mesaba Airlines in 2010

NUMBER OF PILOTS: 2,000

PILOT DOMICILES: Atlanta, Ga.; Detroit, Mich.; Minneapolis, Minn.; and New York (John F. Kennedy International Airport and LaGuardia Airport)

OPERATIONS: 700 daily flights as Delta Connection to more than 125 cities across the U.S. and Canada

FLEET: 46 CRJ200s, 3 CRJ700s, and 109 CRJ900s



ENVOY AIR

PILOTS JOINED ALPA: 1995 (although Simmons had been an ALPA member since 1986, after the National Mediation Board's ruling that the four airlines serving American Airlines—Executive, Flagship, Simmons, and Wings West—constituted a single airline, the American Eagle pilots established a single MEC). In 2014, the company name was changed from American Eagle to Envoy Air

NUMBER OF PILOTS: 2,418

PILOT DOMICILES: Chicago, Ill.; Dallas–Fort Worth, Tex.; Miami, Fla.; and New York, N.Y. (La Guardia Airport and John F. Kennedy International Airport)

HEADQUARTERS: Irving, Tex.

FLEET: 108 EMB-140/145s, 44 EMB-175s, and 21 CRJ700s



EXPRESSJET

PILOTS JOINED ALPA: 2004

NUMBER OF PILOTS: 1,318

OPERATIONS: Flying as United Express, ExpressJet serves destinations in the U.S., Mexico, and Canada

PILOT BASES: Chicago, Ill.; Cleveland, Ohio; Houston, Tex.; and Newark, N.J

FLEET: 115 Embraer E145s/135s



Photo: Jazz Aviation

JAZZ AVIATION

PILOTS JOINED ALPA: 1997

NUMBER OF PILOTS: 1,547

PILOT BASES: Vancouver, B.C.; Calgary, Alb.; Toronto, Ont.; and Montreal, Que.

HEADQUARTERS: Dartmouth, N.S.

FLEET: 44 Bombardier Q400s, 10 Bombardier CRJ200s, 21 Bombardier CRJ900s, 26 Dash 8-300s, and 16 Dash 8-100s



MESA

PILOTS JOINED ALPA: 1987

NUMBER OF PILOTS: 1,225

PILOT BASES: Dallas/Fort Worth and Houston, Tex.; Phoenix, Ariz.; and Washington, D.C.

HEADQUARTERS: Phoenix, Ariz.

OPERATIONS: Mesa Air Group operates as American Eagle and United Express. It serves the U.S., Canada, and Mexico with 600 daily departures to 117 cities and 39 states

FLEET: 20 CRJ700s, 64 CRJ900s, and 60 ERJ 175s



Photo: Piedmont Airlines

PIEDMONT

PILOTS JOINED ALPA: 1984

NUMBER OF PILOTS: 650

HEADQUARTERS: Salisbury, Md.

PILOT BASES: Philadelphia, Pa., and Roanoke, Va.

OPERATIONS: Piedmont transports more than 3 million passengers a year, flying approximately 400 flights a day to 55+ destinations.

FLEET: 36 E145s and 11 Dash 8-300s



Photo: Capt. Tim Le Van (PSA)

PSA

NUMBER OF PILOTS: 1,500+

PILOT BASES: Charlotte, N.C.; Cincinnati and Dayton, Ohio; Washington, D.C.; and Knoxville, Tenn.

OPERATIONS: PSA Airlines Inc. is a wholly owned subsidiary of American Airlines Group, serving more than 80 destinations in more than 30 states, Canada, and the Bahamas

FLEET: 35 CRJ200s, 35 CRJ700s, and 54 CRJ900s



Photo: Kimberly Seitz

TRANS STATES

PILOTS JOINED ALPA: 1994

NUMBER OF PILOTS: 543

HEADQUARTERS: Bridgeton, Mo.

PILOT BASES: Chicago, Ill.; Denver, Colo.; Raleigh/Durham, N.C.; St. Louis, Mo.; and Washington, D.C.

OPERATIONS: Transporting more than 3.5 million passengers annually, Trans States flies as part of both the United Express and American Eagle networks, providing service to more than 80 cities in North America with more than 240 daily flights

FLEET: 55 E145s



WASAYA

AIRLINE FOUNDED: 1989

PILOTS JOINED ALPA: 2008

NUMBER OF PILOTS: 92

PILOT DOMICILES: Thunder Bay, Pickle Lake, Sioux Lookout, and Red Lake, Ont.

HUB: Thunder Bay

FLEET: Beech 1900Ds, Cessna Caravan 208Bs, Hawker Siddeley 748s, Pilatus PC-12s, and Dash 8s



Photo: Stuart Sanders, Leading Edge Aviation Photography

WESTJET ENCORE

PILOTS JOINED ALPA: 2017

NUMBER OF PILOTS: 550

HEADQUARTERS: Calgary, Alb.

PILOT BASES: Calgary, Alb., and Toronto, Ont.

DESTINATIONS: 37

FLEET: 41 Bombardier Q400 NextGens

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The following article is a reprint from Air Line Pilot, March 2017

ARE YOU PREPARED FOR YOUR NEXT INTERVIEW?

PILOTS SHARE THEIR SUCCESS STORIES

By Kevin Cuddihy, Contributing Writer

For many fee-for-departure (FFD) pilots, career progression is on their mind. How can I move from first officer to captain? When do I move up the seniority list enough to get the schedules I want? How do I get to my preferred airline?

For these ALPA pilots, the Association offers free of charge FFD application and interview workshops, along with other products and information, to assist in their career-progression plans. Begun in 2015, the workshops are hosted by the FFD Committee and led by Cage Marshall Consulting, a firm that specializes in pilot career needs.



↑ F/O Daniel Ramseyer (United)

"It's a competitive marketplace, and pilots need to do everything they can to help set themselves apart from the crowd," explained Capt. Paul Ryder, ALPA's former national resource coordinator and FFD Committee chairman. "Our goal is to make sure that ALPA pilots are the best-prepared pilots in the market. These workshops help our members prepare their paperwork and ready themselves for the interview questions they're going to get—at no cost to them."

The workshops arm pilots with the information and knowledge they need for the application and interview process—from what to include on the application and proper wording to tips and

suggestions for a successful interview. "There's no magic pill," said Angie Marshall of Cage Marshall. "Our goal is to empower pilots to understand why the interview is the way it is and to help them navigate the process and realize what it is they need to do to succeed."

Topics during the daylong sessions include how to optimize a résumé and cover letter, advice for compiling a logbook so it's ready for review, and information on gathering all the paperwork necessary to complete an application. The consultants spend time with individual pilots, coaching them on how to best present themselves when interviewing. "It's about showing you're a leader," said Marshall. "Your answers to their questions are less about the story you tell and more about how you tell it—and what they can learn from that story about you."

SUCCESS STORIES

F/O Daniel Ramseyer took the course while working for Trans States Airlines and now flies for United Airlines. "As soon as I got back from the workshop, I went through the application meticulously," he said. "I found errors and updated things they told me to update. I really felt like the workshop helped me a lot."

"You hear a lot of conflicting information about how the application should be filled out," Ramseyer noted. "It was nice to hear from people who actually knew the right way and gave some insight into the process." He remarked that the workshop helped with basic advice, such as writing answers on the application in full sentences, to more detailed recommendations, including how to list airline-related jobs he took while on furlough to offset gaps in employment.



↑ F/O David Birch (United)

F/O David Birch had no specific plans to leave ExpressJet at the time he participated in the interview workshop, but attended so he'd be prepared when he was ready to make the move. And he's glad he did. "When I went to the seminar, I realized that as much as I was doing, as much as I felt like I was prepared—when it came to the actual interview process, I really wasn't," he acknowledged. "It was a kick in the rear to say, 'Okay, if this is coming up—you better get ready.'"

When Birch got an interview with United, he said the workshop had him prepared for what to expect and what the airline was looking for. "With United, they didn't ask many technical questions at all,"



↑ F/O Colton Daum (Frontier)

he explained. "It's HR driven, and they want to get to know you. They expect that you have the technical expertise—they want to find out about you on a personal level."

Part of his interview included questions like “Tell me about a time when you . . .” Birch said the workshop provided great advice on preparing for these questions. “The workshop helped me better understand what types of questions to expect and to be prepared so I could gear my stories toward their question.” Birch also acknowledged that “the workshop was very motivating. While it showed me that I wasn’t prepared, it also showed me the steps I needed to take to get prepared.”

Frontier Airlines F/O Colton Daum was with ExpressJet when he attended the workshop in 2015 and couldn’t pass up the free advice. “I don’t know if I would have been quite as motivated if I had had to pay,” he admitted. “But with it being a free resource, it would have been crazy to pass up.” He noted that he learned more about Frontier Airlines at the workshop as well, which led to him target the company for his next position.

The main lesson Daum learned was that how you present yourself at all times matters. “The airlines pay attention to the work you put into the application, the neatness and tidiness—sometimes it’s the difference in getting an interview,” he said. “Just filling out the application can be a vital, vital part, so it was important to learn more about it. And they’re evaluating you on how you conduct yourself during the interview. A lot of pilots are lacking in that, because they don’t expect that’s the focus of so much of the interview. I thought these were two of the most important things I learned about how to get hired at a major.”

And he’d recommend the workshop to others in a heartbeat. “The interview workshops are a great resource ALPA is providing free of charge—you won’t go there and not benefit from them,” Daum promised. “In today’s hiring environment, you need every leg up you can get. You’re doing yourself a disservice if you don’t take advantage of the workshops!” ▲



THE NEXT CLASS

F/Os Brandon Vath (PSA) and Carolyn Robinson (Atlantic Southeast) attended a recent Fee-for-Departure application and interview workshop, hoping to follow in the footsteps of F/Os Daniel Ramseyer, David Birch, and Colton Daum.

“A friend of mine attended a previous interview workshop and told me it was extremely worthwhile,” said Vath, who participated in a workshop to clear up a few confusing aspects of the application and interview process. He noted that the workshop “provided me insight into things I never even thought of” while helping him align his application and résumé with what airlines are looking for and teaching him to be more thorough when checking his documents. Most of all, he said, “the workshop taught me what I don’t know—and how to address that.”

For Robinson, the workshop was perfect timing. “I recently got an e-mail about a phase 1 interview, and this workshop will help me take advantage of this opportunity.” She called the workshop “very informative.” In addition to receiving a helpful refresher on things she already knew, Robinson learned some new information and tips. “Everything was excellent,” she said. “It’s mostly common sense, but you can put that out of mind sometimes. This was a great reminder of what it takes to succeed.”

The following article is a reprint from Air Line Pilot, November 2017

ICE CRYSTALS INGESTION & YOUR AIRCRAFT'S ENGINES

By F/O Bryan Lesko (United), Chairman, ALPA Aircraft Design/Operations Group

In April 1956, when two of the four turboprops on a BOAC Britannia flamed out at 20,000 feet over Africa on a route-proving flight to Nairobi, Kenya, it was a complete mystery. The engine's design had successfully passed through intense ice-certification tests in Ottawa, Ont., and no airframe icing was present. It was later discovered that ice crystals had been sucked into the engine intakes, and the first ice crystal icing (ICI) ingestion event was recorded.

In the quest to make air travel even safer, technological advancements have led to a number of safety improvements. We've now reached a point where it isn't what we can see and know about the weather that threatens our aircraft, it's what isn't easily visible and detectable that we must also take into consideration.

HOW IT ALL HAPPENS

When a new aircraft engine is designed and built, it's thoroughly tested in multiple regimes, including a variety of environmental conditions. For instance, all engines certified for use today must withstand having

objects sucked into their engine—simulating the effects of something like birds being ingested into the fan blades.

Furthermore, engines are exposed to a variety of inclement weather, such as rain, hail, and ice. And while the concerns of water and hail ingestion are easy to understand, ice crystal icing is a relatively old phenomenon that we have only recently begun to comprehend.

These very small particles of

ice are about the size of a particle of baking flour. Their extremely small size makes ice crystals very poor reflectors for onboard aircraft radar, making them difficult to locate and avoid. Once ingested, the ice can accrete on warm surfaces within the engine, cool, and refreeze, potentially causing temporary power loss or damage to the engine. Ice crystals can also accrete on a heated probe, clogging the probe and causing

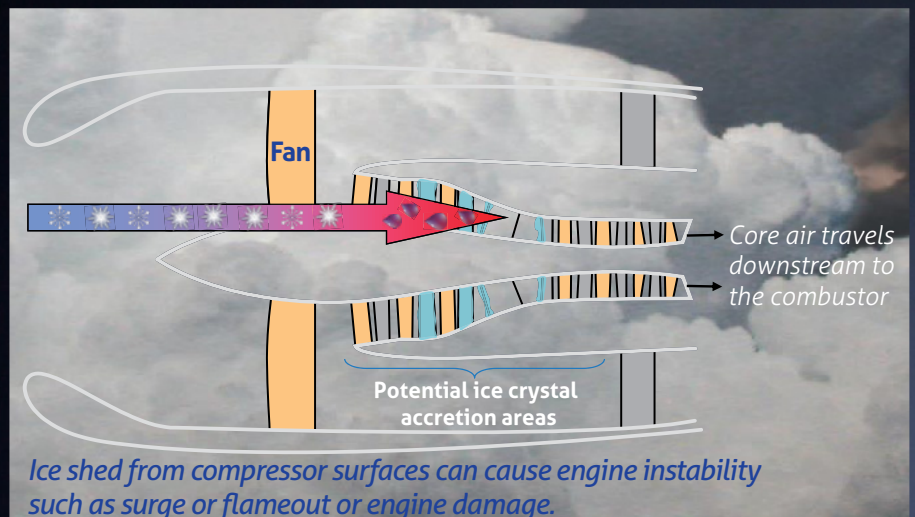


Figure 1: Flow path of ice on the engine core.

Source: Boeing Commercial Airplanes, ALPA review on ice crystal icing, July 2017

false air data indications.

Throughout the decades since 1956, more engine events attributable to ICI have been documented, some of which have resulted in compressor damage. This happens as the ice crystal accretions shake loose and fall into the core airflow of the engine. These occurrences can be categorized by power loss and/or compressor damage and are seen across all combinations of airframes and engines from large transport-category aircraft to smaller business aircraft.

Many different aircraft models, including transport-category aircraft, have experienced temporary uncommanded thrust loss or engine damage, generally after ice crystals are accreted to areas behind the fan in the core airflow path before shedding

into the compressor (see Figure 1). This results in damage to the compressor's blades, inlet guide vanes, stators, and/or boosters. Knowing this, engine and airframe manufacturers have continued to work to mitigate any engine effects experienced in ICI conditions.



Get More Info

For more information or questions about ice crystal icing, contact F/O Bryan Lesko (United), chairman of ALPA's Aircraft Design/Operations Group, at Bryan.Lesko@alpa.org.

LOCATION, LOCATION, LOCATION

As depicted in Figure 2, ice crystals are frequently encountered at subtropical latitudes—most often at altitudes above 22,000 feet and at temperatures warmer than a standard day. According to Boeing's databases, many ICI events include a documented static air temperatures between -58°C to -3°C , with altitudes ranging from

11,000 feet up to FL450 with an average altitude of approximately FL350. What may be the most surprising is that more than 90 percent of these reported events occur between the latitudes of 32°S and 52°N —the tropical and subtropical latitude bands. Very few of these events are observed at latitudes greater than 38° in the northern hemisphere.

The reason greater numbers of ICI events occur between the tropical and subtropical latitude bands stems from the available moisture in the environment. Ice crystals are most prevalent during large collections of thunderstorms, known as a mesoscale convective system (MCS). These storms are often greater than 60 nautical miles in diameter and become organized on a scale larger than the individual thunderstorm but smaller than extratropical low-pressure systems. The massive size causes the system to persist usually for several hours, much longer than a typical thunderstorm.

GRAPHICAL DEPICTION

Ice crystals are difficult to detect; however, the weather phenomenon that creates these crystals is far more obvious to detect. Figure 3 depicts an infrared (IR) satellite image of a large MCS, with an ICI encounter occurring at the location of the turquoise dot. The colors on the IR satellite image correspond to

Continued on page 32



Figure 2: Map of Boeing ICI encounters.

Source: Bravin, M., Strapp, J., and Mason, J., "An Investigation into Location and Convective Lifecycle Trends in an Ice Crystal Icing Engine Event Database," SAE Technical Paper 2015-01-2130, 2015, doi:10.4271/2015-01-2130

Continued from page 31

cloud-top temperature, with white and red the coldest temperatures. The red areas are local convective cores within the system, which correspondingly have the highest concentration of ice crystals.

On the flight deck of most modern transport-category aircraft, there are several ways the presence of ice crystals or increased risk of ICI can be indicated to flight crews. The simplest—the aircraft being in IMC conditions—is not only a primary condition, but a physical requirement as ICI does not occur in clear air.

Furthermore, flight crews may also notice one or more of the following effects:

- Appearance of rain on the windscreen at flight level (but well above the freezing level),
- A “shh” sound on the windscreen,
- Speckled green returns at flight level on the weather radar,
- Total air temperature probe reading at or near 0° C,
- “St. Elmo’s Fire,”

- Ozone smell on the flight deck,
- Increased humidity on the flight deck,
- Sound of rain on the windscreen,
- Small collection of ice particles on wiper post, or
- Increased engine fan vibration.

Knowing this, many operators have incorporated ICI into the airplane flight manual. It is important that pilots become familiar with the appropriate section of the flight manual in case of a potential ICI event.

HOW YOU CAN HELP

If you encounter an ICI event, ALPA’s Air Safety Organization encourages you to fill out an ASAP report and provide details of the event in a feedback form available at www.alpa.org/icecrystalicingform. The information received through the feedback form will be used to facilitate industry research. The data will also be used to assess the ICI certification envelope within 14 CFR Part 33 Appendix D. ▲



‘TRAPPING’ TAKEOFF MISCONFIGURATIONS

As the winter season is already upon us in some regions, many aircraft will need to deice and anti-ice before takeoff. Industry data indicate that ground deicing and anti-icing have the potential to lead to takeoff misconfigurations. Exercising good crew resource management, following standard operating procedures, and using threat and error management can “trap” these errors before pilots initiate the takeoff roll.

While the overall number of takeoff misconfigurations has decreased, the number of attempted zero-flap takeoffs has remained at a constant level. It’s important to be familiar with your airline’s operating procedures regarding the deicing and anti-icing process and the configuration of flaps/slats to ensure that the aircraft is properly configured for takeoff.

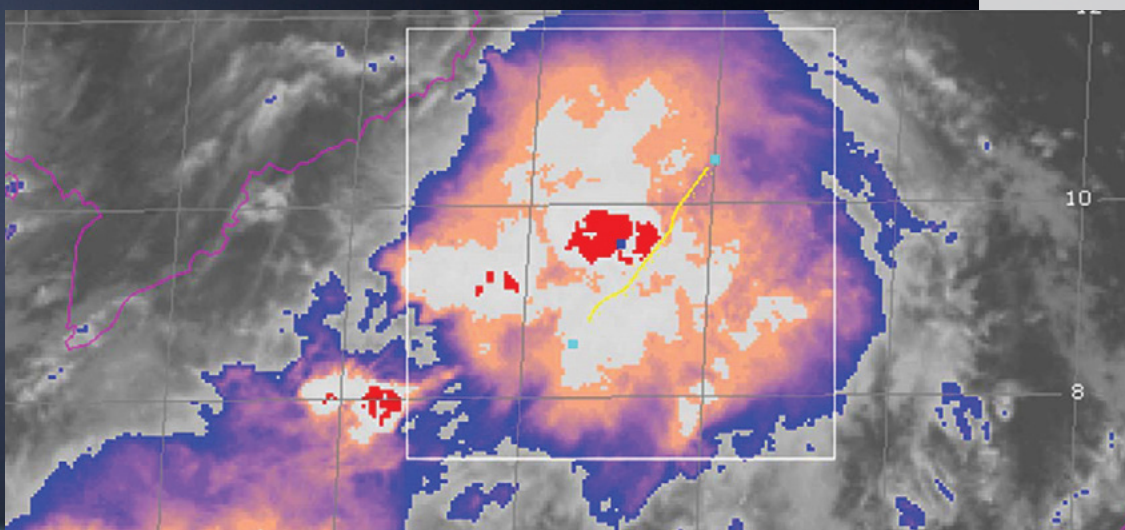


Figure 3. Infrared satellite image showing aircraft track and location of ICI and cloud-top temperatures, with red the coldest.

Source: Bravin, M., Strapp, J., and Mason, J., "An Investigation into Location and Convective Lifecycle Trends in an Ice Crystal Icing Engine Event Database," SAE Technical Paper 2015-01-2130, 2015, doi:10.4271/2015-01-2130

The following article is a reprint from Air Line Pilot, November 2016

CARGO OPERATIONS IN CANADA

By Christopher Freeze, Senior Aviation Technical Writer

According to one adage, “A mile of highway will take you just one mile, but a mile of runway will take you anywhere.” And the same applies to those who use kilometers and the metric system in their day-to-day lives.

First Air pilots have carried virtually anything that can be fit into an aircraft as cargo, from industrial generators to household goods, as many of the northern communities they serve rely upon aircraft as a lifeline that connects them to the rest of Canada and supplies them with food, mail, medicine, and other essential goods.

“The game changer in Canada has been GPS and the increased RNAV instrument procedures in place for communities in the far north,” said Capt. Peter Black (First Air), chairman of ALPA’s President’s Committee for Remote Operations. “NAV CANADA has expanded the network of RNAV GNSS approaches to allow for safe flights in poor conditions that would have been unimaginable a decade ago. And that opens a regular, reliable, lifeline to many remote communities throughout the far north.”

And while some remote areas call for the use of turboprops, namely Dash 8s and ATR 42s, this doesn’t mean jet aircraft aren’t used. In fact, “gravel kits”—modifications used to help deflect foreign object debris (FOD) from being ingested into the engine or impacting the airplane’s surfaces—are commonplace. First Air just retired its last gravel-equipped B-737-200, but Canadian North operates four B-737s with gravel deflectors—which are similar to a wide-width ski—installed on the side of each nosewheel mount and in front of each engine vortex dissipater, which uses compressor bleed air to direct FOD away from the engine inlets.

It’s not uncommon for pilots to operate on runways made of ice. Transport Canada has published guidelines (Advisory Circular 301-003) for the development, operation, and ongoing maintenance of ice fields—

including how to develop and publish an instrument procedure to an ice runway. By comparison, the United States has only one certified ice runway, and it operates on a seasonal basis in Alton Bay, N.H.

But the ability to fly into ever-more remote locations and conditions brings with it certain challenges, including altimeter error due to cold temperatures. While the United States has identified “cold-temperature-restricted airports” and developed procedures for pilots to fly into such airfields safely when the temperature drops below a predetermined number, Canadian pilots have to contend with the decision as to whether a temperature correction is needed on every flight when operating from airports in below-freezing temperatures.

ALPA is actively engaging with regulators on aviation rule and regulation changes, and the Association views one recent change as a giant step forward. Transport Canada has created a new security screening process that takes place earlier in the shipment process in order to expedite the flow of cargo. The Known Consignor program, which went into effect on October 17, 2016, allows registered air cargo senders to have their cargo treated as secure, as long as a chain of custody—from certified agent to the air carrier—is maintained and verified. By placing the onus on registered consignors, it allows for better quality control of their cargo, as well as reduced additional screening fees and potential security delays. But just like in the United States, a safety risk exists when shipments of undeclared dangerous goods find their way onto an aircraft. Unfortunately this screening program does little to mitigate that risk.

Transporting cargo in Canada is similar to transporting cargo anywhere else an airline may fly. But operating to many airports within Canada may require additional considerations—like what’s in the cargo hold, what’s the runway made of, or how cold the air is. ▲



The following article is a reprint from Air Line Pilot, December 2017

DOT EXPANDS DRUG TESTING CATEGORIES

By Suzanne Kalfus, ALPA Senior Attorney

Officials added prescription opioids to the Department of Transportation (DOT)/FAA mandatory drug testing effective Jan. 1, 2018, according to revised regulations issued in November. The DOT added semisynthetic prescription opioids to the required drug testing panel to comply with recently revised Department of Health and Human Services mandatory scientific guidelines. Including these drugs “is intended to help address the nationwide epidemic of opioid abuse,” according to the DOT. The additional drugs to be tested are oxycodone, oxymorphone, hydrocodone, and hydromorphone. These highly addictive narcotic pain relievers are sold under the brand names Percodan, Percocet, Oxycontin, Vicodin, Norco, Hycodan, Lortab, Dilaudid, Exalgo, and others.

Under the DOT regulations, a pilot whose DOT/FAA drug test result is reported as a laboratory positive will be reported to the FAA and airline by the medical review officer (MRO) as a verified positive unless the pilot gives the MRO evidence of a legitimate medical explanation, including “a legally valid prescription.” A positive DOT/FAA drug (or alcohol) test or a refusal to submit to such mandatory testing is a rule violation that comes with harsh FAA consequences (revocation of all pilot and airman certificates and medical disqualification under Part 67).

The term “legally valid prescription” is not plainly defined in the regulations (despite ALPA’s urging that the DOT do so), but its meaning is derived under the Controlled Substances Act. Pilots are urged to follow good practices when using prescription medication, including



Know the Rule

To view the revised procedures for transportation workplace drug and alcohol testing programs, visit www.federalregister.gov/documents/2017/11/13/2017-24397/procedures-for-transportation-workplace-drug-and-alcohol-testing-programs-addition-of-certain.

- taking only medicine prescribed to you—not drugs prescribed for your family or friends,
- taking medicine only for the condition prescribed (e.g., if prescribed a narcotic painkiller after dental surgery, do not take it for back pain),
- having your condition evaluated and drug prescribed based on in-person doctor visits, and
- having a current prescription for any narcotic medication you are taking. The regulations do not specify how long prescriptions are considered valid but explicitly leave those determinations to the MROs’ judgment, which can vary between cases and MROs. A general rule of thumb is that a narcotic prescription more than 30 days old (or issued for a different condition) be used only after consultation with and authorization by your prescribing physician.

MRO REPORTING

MROs are not permitted to “second guess” an employee’s prescribing doctor and are not allowed to deny a legitimate medical explanation because the MRO disagrees with the treating doctor’s approach. Note that if a pilot has under state law been prescribed marijuana (a

Schedule I drug under federal law) and tests positive, the prescription is not a legitimate medical explanation capable of overturning a laboratory-reported positive result.

Where an MRO does downgrade a laboratory positive to a DOT negative as a result of a “valid” medical prescription, the pilot’s prescription and underlying medical condition are subject to further MRO scrutiny and may be reported to the pilot’s employer or to the FAA if the MRO determines a significant safety risk is present. The DOT states it does not expect MRO third-party reporting in every case in which a valid prescription results in downgraded test results from positive to negative. The regulations require up to a five-business-day waiting period before the MRO may report such information to enable the employee’s physician to consider other alternatives to eliminate any such safety concerns.

The DOT continues to entrust MROs with significant judgment and discretion, including how long a prescription will be deemed valid, which the DOT says can vary from case to case. Against ALPA’s strong objections, the DOT continues to leave MROs with unreviewable decision-making authority.

IMPORTANT CONSIDERATIONS

These changes to drug testing raise a number of important issues pilots should consider. Unlike other drugs, a significant number of individuals who become opioid addicts and abusers began using these drugs from a legitimate prescription for a real medical issue. Average, law-abiding individuals can be prone to opioid addiction without knowing it. Given these risks, it is wise to question your doctor when prescribed narcotics and consider the range

of options for pain management. If taking such medication, continual assessment about overuse and dependence is warranted. You should ask yourself the following questions:

- Has your use of painkillers continued without tapering off?
- Do you feel the need for frequent or increased amounts of these drugs?
- Do you have cravings or a real need for them?
- Do you have withdrawal symptoms such as shaking, chills, nausea, cramping, or anxiety?
- Have you failed to report your use (or continued use) of these drugs to your doctor or on your FAA medical application?

AVAILABLE ALPA RESOURCES

Through unbiased, fact-based evaluation of airline safety and security issues, ALPA works to ensure that the airline industry remains safe. ALPA represents pilots' views to decision-makers, including Congress and federal agencies, and ALPA pilot groups have negotiated hundreds of contracts with airlines. Learn more about all the resources available to ALPA members at <http://www.alpa.org/about-alpa/what-we-do2>.

■ **Airline Safety and Security:** ALPA's founders chose "Schedule with Safety" as their motto, and that theme remains central to the union's work today. Over its history, ALPA has been a part of nearly every significant safety improvement in the airline industry. The Association has helped to make airline travel the safest mode of transportation in human history. More than 600 working airline pilots volunteer

to serve on the local and national safety and security committees that help guide the Association's work. The union's aeronautics engineers and safety and security experts provide unparalleled independent analysis on emerging airline safety and security issues, as well as federal and industrial policies. ALPA is routinely granted "interested party" status in most major airline accidents, which means that ALPA accident investigators assist the National Transportation Safety Board and the Transportation Safety Board of Canada during on-site investigations and participate in associated public hearings. The union's commitment to unbiased, fact-based evaluation of airline safety and security issues has won the Association an unrivaled reputation for excellence throughout the airline industry.

- **Representation:** Over the decades, ALPA pilot groups have negotiated scores of contracts with hundreds of airlines. Today, ALPA staff offers its members the finest financial analysis available, in-depth knowledge of the Railway Labor Act (the legislation that governs airline pilot contracts), and the legal experience to defend pilot contracts. By leveraging the combined resources of all union members, ALPA is able to bring unmatched expertise to bear on matters affecting its members' salary, benefits, and working conditions.
- **Advocacy:** ALPA's staff and pilot volunteers consistently represent pilots' views to all airline industry decision-makers, including Congress, Parliament, the White House, and federal agencies. In Washington, D.C. and Ottawa, Ont., ALPA

lobbyists successfully promote legislation that helps pilots and work to stop policies that harm pilot interests. National officers and pilot representatives are routinely called on to give their expert opinion before legislative committees and other influential governmental bodies. ▲



AM I PERMITTED TO FLY IF I HAVE A PRESCRIPTION FOR ONE OF THESE DRUGS?

- 1 Know and understand your medical condition. You are not permitted to fly if you have a disqualifying medical condition or diagnosis regardless of whether you have a valid medical prescription.
- 2 You cannot fly while taking narcotic pain relievers (prescription opioids) and must wait a designated waiting period after the last dose. The FAA is expected to issue new guidance regarding waiting periods. Contact ALPA's Aeromedical Office at www.aviationmedicine.com for the most up-to-date requirements.
- 3 You should not fly with any opioids in your system. The new testing thresholds are extremely low. Err on the side of waiting longer before flying.
- 4 You must comply with FAA guidelines when taking any medication, whether prescribed or over-the-counter therapeutic.



PILOTS KNOW IT'S NOT ONLY ABOUT WHAT YOU SEE, BUT WHAT YOU CAN'T.

When you're up above the clouds, hazards are often invisible. That's why jetliners have multiple failsafe systems for every critical part—including the pilot. Every captain is assisted by an equally trained and highly experienced first officer, ensuring that two sets of eyes are always scanning the sky and aircraft for potential hazards. So relax and enjoy the view; thanks to pilots, the safest place on earth will always be in the air.

Visit [ALPA.org/TrainedForLife](https://www.alpa.org/TrainedForLife) to learn more.



**Air Line Pilots
Association
International**

Trained for Life