

Section 3 - Compensation

c. Effective January 1, 2025, composite hourly pay rates will be as follows:⁵

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	465.13	461.62	458.15	454.68	451.18	447.73	444.23	440.77	437.26	433.76	430.24	426.79
A-350	465.13	461.62	458.15	454.68	451.18	447.73	444.23	440.77	437.26	433.76	430.24	426.79
B-787	465.13	461.62	458.15	454.68	451.18	447.73	444.23	440.77	437.26	433.76	430.24	426.79
A-330-900/300/200	465.13	461.62	458.15	454.68	451.18	447.73	444.23	440.77	437.26	433.76	430.24	426.79
B-767-400ER	465.13	461.62	458.15	454.68	451.18	447.73	444.23	440.77	437.26	433.76	430.24	426.79
B-767-300ER	389.34	385.36	381.25	377.20	374.54	371.47	368.73	365.88	362.79	359.88	356.98	353.98
B-767-300/200	389.34	385.36	381.25	377.20	374.54	371.47	368.73	365.88	362.79	359.88	356.98	353.98
B-757	389.34	385.36	381.25	377.20	374.54	371.47	368.73	365.88	362.79	359.88	356.98	353.98
A-321N	389.34	385.36	381.25	377.20	374.54	371.47	368.73	365.88	362.79	359.88	356.98	353.98
B-737-900	375.28	372.38	369.49	366.76	363.87	361.04	358.22	355.38	352.51	349.68	346.95	344.25
A-321	375.28	372.38	369.49	366.76	363.87	361.04	358.22	355.38	352.51	349.68	346.95	344.25
B-737-800/700	373.33	370.58	367.76	364.99	362.16	359.36	356.58	353.80	350.96	348.15	345.42	342.75
A-320/319	373.33	370.58	367.76	364.99	362.16	359.36	356.58	353.80	350.96	348.15	345.42	342.75
A-220-300	360.24	357.52	354.77	352.03	349.34	346.64	343.93	341.17	338.43	335.72	333.04	330.30
A-220-100	345.50	342.88	340.24	337.62	335.04	332.43	329.86	327.21	324.59	321.97	319.41	316.78
B-717	335.95	333.52	330.94	328.38	325.86	323.32	320.88	318.25	315.83	313.28	310.74	308.46
EMB-195	282.04	279.99	277.81	275.68	273.55	271.42	269.37	267.19	265.18	263.00	260.86	258.94
EMB-190/CRJ-900	239.96	238.19	236.37	234.54	232.75	230.93	229.13	227.30	225.60	223.80	221.94	220.30

⁵ Pay tables updated under [Section 3 B. 5.](#)

Section 3 - Compensation

c. January 1, 2025 composite hourly pay rates (continued)⁶

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	317.73	314.83	312.03	307.86	304.54	297.70	289.65	282.49	275.90	269.38	230.20	120.69
A-350	317.73	314.83	312.03	307.86	304.54	297.70	289.65	282.49	275.90	269.38	230.20	120.69
B-787	317.73	314.83	312.03	307.86	304.54	297.70	289.65	282.49	275.90	269.38	230.20	120.69
A-330-900/300/200	317.73	314.83	312.03	307.86	304.54	297.70	289.65	282.49	275.90	269.38	230.20	120.69
B-767-400ER	317.73	314.83	312.03	307.86	304.54	297.70	289.65	282.49	275.90	269.38	230.20	120.69
B-767-300ER	265.92	262.82	259.63	255.39	252.83	247.03	240.40	234.54	228.93	223.49	190.98	120.69
B-767-300/200	265.92	262.82	259.63	255.39	252.83	247.03	240.40	234.54	228.93	223.49	190.98	120.69
B-757	265.92	262.82	259.63	255.39	252.83	247.03	240.40	234.54	228.93	223.49	190.98	120.69
A-321N	265.92	262.82	259.63	255.39	252.83	247.03	240.40	234.54	228.93	223.49	190.98	120.69
B-737-900	256.33	253.97	251.66	248.28	245.64	240.11	233.57	227.77	222.43	217.17	185.59	120.69
A-321	256.33	253.97	251.66	248.28	245.64	240.11	233.57	227.77	222.43	217.17	185.59	120.69
B-737-800/700	254.99	252.72	250.42	247.08	244.47	238.95	232.45	226.79	221.47	216.20	184.82	120.69
A-320/319	254.99	252.72	250.42	247.08	244.47	238.95	232.45	226.79	221.47	216.20	184.82	120.69
A-220-300	246.05	243.83	241.63	238.36	235.80	230.50	224.21	218.70	213.55	208.50	178.18	120.69
A-220-100	235.97	233.85	231.72	228.59	226.15	221.05	215.04	209.73	204.79	199.96	170.88	120.69
B-717	229.43	227.51	225.36	222.30	219.97	215.00	209.21	203.98	199.27	194.53	166.22	120.69
EMB-195	192.66	190.96	189.19	186.65	184.66	180.50	175.62	171.30	167.31	163.33	139.56	120.69
EMB-190/CRJ-900	163.87	162.46	160.94	158.78	157.10	153.56	149.40	145.70	142.33	138.95	120.69	120.69

⁶ Pay tables updated under [Section 3 B. 5.](#)

Section 3 - Compensation

d. Effective January 1, 2026, composite hourly pay rates will be as follows:⁷

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	483.74	480.09	476.47	472.87	469.22	465.64	462.00	458.40	454.76	451.12	447.45	443.85
A-350	483.74	480.09	476.47	472.87	469.22	465.64	462.00	458.40	454.76	451.12	447.45	443.85
B-787	483.74	480.09	476.47	472.87	469.22	465.64	462.00	458.40	454.76	451.12	447.45	443.85
A-330-900/300/200	483.74	480.09	476.47	472.87	469.22	465.64	462.00	458.40	454.76	451.12	447.45	443.85
B-767-400ER	483.74	480.09	476.47	472.87	469.22	465.64	462.00	458.40	454.76	451.12	447.45	443.85
B-767-300ER	404.92	400.77	396.50	392.29	389.52	386.33	383.48	380.51	377.31	374.27	371.26	368.14
B-767-300/200	404.92	400.77	396.50	392.29	389.52	386.33	383.48	380.51	377.31	374.27	371.26	368.14
B-757	404.92	400.77	396.50	392.29	389.52	386.33	383.48	380.51	377.31	374.27	371.26	368.14
A-321N	404.92	400.77	396.50	392.29	389.52	386.33	383.48	380.51	377.31	374.27	371.26	368.14
B-737-900	390.30	387.28	384.27	381.43	378.42	375.48	372.56	369.59	366.61	363.66	360.83	358.02
A-321	390.30	387.28	384.27	381.43	378.42	375.48	372.56	369.59	366.61	363.66	360.83	358.02
B-737-800/700	388.27	385.40	382.47	379.59	376.65	373.73	370.84	367.95	365.00	362.07	359.23	356.46
A-320/319	388.27	385.40	382.47	379.59	376.65	373.73	370.84	367.95	365.00	362.07	359.23	356.46
A-220-300	374.66	371.82	368.96	366.11	363.31	360.50	357.69	354.82	351.97	349.15	346.36	343.51
A-220-100	359.33	356.59	353.85	351.12	348.44	345.72	343.05	340.30	337.58	334.84	332.18	329.45
B-717	349.38	346.86	344.18	341.52	338.89	336.25	333.71	330.98	328.46	325.81	323.16	320.81
EMB-195	293.32	291.19	288.92	286.70	284.50	282.28	280.14	277.88	275.79	273.51	271.30	269.29
EMB-190/CRJ-900	249.56	247.72	245.83	243.92	242.06	240.18	238.29	236.39	234.63	232.76	230.81	229.12

⁷ Pay tables updated under [Section 3 B. 5.](#)

Section 3 - Compensation

d. January 1, 2026 composite hourly pay rates (continued)⁸

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	330.44	327.42	324.52	320.17	316.72	309.61	301.24	293.79	286.94	280.15	239.41	125.52
A-350	330.44	327.42	324.52	320.17	316.72	309.61	301.24	293.79	286.94	280.15	239.41	125.52
B-787	330.44	327.42	324.52	320.17	316.72	309.61	301.24	293.79	286.94	280.15	239.41	125.52
A-330-900/300/200	330.44	327.42	324.52	320.17	316.72	309.61	301.24	293.79	286.94	280.15	239.41	125.52
B-767-400ER	330.44	327.42	324.52	320.17	316.72	309.61	301.24	293.79	286.94	280.15	239.41	125.52
B-767-300ER	276.56	273.34	270.01	265.60	262.94	256.92	250.02	243.92	238.10	232.42	198.62	125.52
B-767-300/200	276.56	273.34	270.01	265.60	262.94	256.92	250.02	243.92	238.10	232.42	198.62	125.52
B-757	276.56	273.34	270.01	265.60	262.94	256.92	250.02	243.92	238.10	232.42	198.62	125.52
A-321N	276.56	273.34	270.01	265.60	262.94	256.92	250.02	243.92	238.10	232.42	198.62	125.52
B-737-900	266.58	264.13	261.73	258.21	255.47	249.70	242.91	236.88	231.32	225.86	193.02	125.52
A-321	266.58	264.13	261.73	258.21	255.47	249.70	242.91	236.88	231.32	225.86	193.02	125.52
B-737-800/700	265.19	262.83	260.44	256.97	254.25	248.51	241.75	235.86	230.32	224.85	192.22	125.52
A-320/319	265.19	262.83	260.44	256.97	254.25	248.51	241.75	235.86	230.32	224.85	192.22	125.52
A-220-300	255.90	253.58	251.29	247.90	245.24	239.72	233.18	227.46	222.09	216.85	185.31	125.52
A-220-100	245.41	243.21	240.99	237.73	235.20	229.89	223.64	218.11	212.98	207.96	177.71	125.52
B-717	238.62	236.61	234.38	231.20	228.77	223.60	217.57	212.14	207.24	202.31	172.87	125.52
EMB-195	200.36	198.60	196.76	194.12	192.05	187.72	182.65	178.15	174.00	169.86	145.14	125.52
EMB-190/CRJ-900	170.43	168.96	167.38	165.14	163.38	159.70	155.37	151.53	148.02	144.51	125.52	125.52

⁸ Pay tables updated under [Section 3 B. 5.](#)