

## Section 3 - Compensation

a. Effective September 29, 2023, composite hourly pay rates will be as follows:<sup>1</sup>

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	425.94	422.74	419.55	416.37	413.17	410.01	406.80	403.64	400.42	397.22	394.00	390.83
A-350	425.94	422.74	419.55	416.37	413.17	410.01	406.80	403.64	400.42	397.22	394.00	390.83
B-787	425.94	422.74	419.55	416.37	413.17	410.01	406.80	403.64	400.42	397.22	394.00	390.83
A-330-900/300/200	425.94	422.74	419.55	416.37	413.17	410.01	406.80	403.64	400.42	397.22	394.00	390.83
B-767-400ER	425.94	422.74	419.55	416.37	413.17	410.01	406.80	403.64	400.42	397.22	394.00	390.83
B-767-300ER	356.53	352.89	349.14	345.42	342.98	340.17	337.67	335.06	332.23	329.56	326.91	324.15
B-767-300/200	356.53	352.89	349.14	345.42	342.98	340.17	337.67	335.06	332.23	329.56	326.91	324.15
B-757	356.53	352.89	349.14	345.42	342.98	340.17	337.67	335.06	332.23	329.56	326.91	324.15
A-321N	356.53	352.89	349.14	345.42	342.98	340.17	337.67	335.06	332.23	329.56	326.91	324.15
B-737-900	343.67	341.02	338.36	335.86	333.21	330.62	328.04	325.44	322.82	320.21	317.73	315.25
A-321	343.67	341.02	338.36	335.86	333.21	330.62	328.04	325.44	322.82	320.21	317.73	315.25
B-737-800/700	341.87	339.36	336.77	334.24	331.65	329.08	326.54	323.99	321.40	318.81	316.33	313.88
A-320/319	341.87	339.36	336.77	334.24	331.65	329.08	326.54	323.99	321.40	318.81	316.33	313.88
A-220-300	329.90	327.40	324.88	322.38	319.91	317.43	314.95	312.43	309.92	307.43	304.97	302.48
A-220-100	316.39	313.99	311.57	309.18	306.81	304.42	302.06	299.64	297.24	294.84	292.50	290.09
B-717	307.64	305.42	303.06	300.71	298.39	296.08	293.84	291.44	289.21	286.89	284.55	282.47
EMB-195	258.28	256.40	254.41	252.46	250.51	248.56	246.67	244.69	242.84	240.84	238.88	237.13
EMB-190/CRJ-900	219.74	218.12	216.46	214.78	213.13	211.47	209.83	208.16	206.58	204.94	203.24	201.74

<sup>1</sup> Pay tables updated under *Section 3 B. 5.*

## Section 3 - Compensation

### a. September 29, 2023 composite hourly pay rates (continued)<sup>2</sup>

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	290.96	288.31	285.75	281.92	278.88	272.63	265.25	258.69	252.66	246.68	210.81	110.52
A-350	290.96	288.31	285.75	281.92	278.88	272.63	265.25	258.69	252.66	246.68	210.81	110.52
B-787	290.96	288.31	285.75	281.92	278.88	272.63	265.25	258.69	252.66	246.68	210.81	110.52
A-330-900/300/200	290.96	288.31	285.75	281.92	278.88	272.63	265.25	258.69	252.66	246.68	210.81	110.52
B-767-400ER	290.96	288.31	285.75	281.92	278.88	272.63	265.25	258.69	252.66	246.68	210.81	110.52
B-767-300ER	243.51	240.68	237.76	233.87	231.53	226.22	220.15	214.78	209.64	204.66	174.89	110.52
B-767-300/200	243.51	240.68	237.76	233.87	231.53	226.22	220.15	214.78	209.64	204.66	174.89	110.52
B-757	243.51	240.68	237.76	233.87	231.53	226.22	220.15	214.78	209.64	204.66	174.89	110.52
A-321N	243.51	240.68	237.76	233.87	231.53	226.22	220.15	214.78	209.64	204.66	174.89	110.52
B-737-900	234.73	232.57	230.45	227.36	224.95	219.88	213.89	208.58	203.69	198.87	169.95	110.52
A-321	234.73	232.57	230.45	227.36	224.95	219.88	213.89	208.58	203.69	198.87	169.95	110.52
B-737-800/700	233.50	231.43	229.32	226.26	223.88	218.82	212.88	207.69	202.81	197.99	169.25	110.52
A-320/319	233.50	231.43	229.32	226.26	223.88	218.82	212.88	207.69	202.81	197.99	169.25	110.52
A-220-300	225.32	223.29	221.26	218.27	215.94	211.07	205.33	200.27	195.56	190.94	163.17	110.52
A-220-100	216.09	214.14	212.19	209.33	207.09	202.43	196.92	192.06	187.54	183.11	156.49	110.52
B-717	210.10	208.34	206.37	203.57	201.44	196.88	191.58	186.79	182.49	178.14	152.21	110.52
EMB-195	176.43	174.87	173.26	170.92	169.10	165.29	160.83	156.86	153.21	149.57	127.81	110.52
EMB-190/CRJ-900	150.06	148.77	147.39	145.40	143.87	140.62	136.81	133.43	130.33	127.24	110.52	110.52

<sup>2</sup> Pay tables updated under *Section 3 B. 5.*

### Section 3 - Compensation

b. Effective January 1, 2024, composite hourly pay rates will be as follows:<sup>3</sup>

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	447.24	443.87	440.53	437.19	433.83	430.51	427.14	423.82	420.44	417.09	413.70	410.37
A-350	447.24	443.87	440.53	437.19	433.83	430.51	427.14	423.82	420.44	417.09	413.70	410.37
B-787	447.24	443.87	440.53	437.19	433.83	430.51	427.14	423.82	420.44	417.09	413.70	410.37
A-330-900/300/200	447.24	443.87	440.53	437.19	433.83	430.51	427.14	423.82	420.44	417.09	413.70	410.37
B-767-400ER	447.24	443.87	440.53	437.19	433.83	430.51	427.14	423.82	420.44	417.09	413.70	410.37
B-767-300ER	374.36	370.54	366.59	362.69	360.13	357.17	354.55	351.81	348.84	346.03	343.25	340.36
B-767-300/200	374.36	370.54	366.59	362.69	360.13	357.17	354.55	351.81	348.84	346.03	343.25	340.36
B-757	374.36	370.54	366.59	362.69	360.13	357.17	354.55	351.81	348.84	346.03	343.25	340.36
A-321N	374.36	370.54	366.59	362.69	360.13	357.17	354.55	351.81	348.84	346.03	343.25	340.36
B-737-900	360.85	358.06	355.28	352.65	349.87	347.16	344.44	341.71	338.95	336.23	333.61	331.01
A-321	360.85	358.06	355.28	352.65	349.87	347.16	344.44	341.71	338.95	336.23	333.61	331.01
B-737-800/700	358.97	356.33	353.61	350.95	348.24	345.53	342.87	340.19	337.47	334.75	332.14	329.57
A-320/319	358.97	356.33	353.61	350.95	348.24	345.53	342.87	340.19	337.47	334.75	332.14	329.57
A-220-300	346.39	343.77	341.12	338.50	335.90	333.30	330.70	328.05	325.42	322.81	320.23	317.60
A-220-100	332.21	329.69	327.15	324.63	322.15	319.64	317.16	314.62	312.11	309.59	307.13	304.60
B-717	323.02	320.69	318.21	315.75	313.32	310.88	308.53	306.00	303.68	301.23	298.78	296.60
EMB-195	271.20	269.22	267.13	265.08	263.04	260.99	259.01	256.92	254.98	252.88	250.83	248.98
EMB-190/CRJ-900	230.73	229.03	227.28	225.52	223.79	222.05	220.31	218.56	216.92	215.19	213.40	211.83

<sup>3</sup> Pay tables updated under *Section 3 B. 5.*

## Section 3 - Compensation

### b. January 1, 2024 composite hourly pay rates (continued)<sup>4</sup>

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	305.50	302.72	300.04	296.02	292.82	286.26	278.51	271.63	265.29	259.02	221.35	116.05
A-350	305.50	302.72	300.04	296.02	292.82	286.26	278.51	271.63	265.29	259.02	221.35	116.05
B-787	305.50	302.72	300.04	296.02	292.82	286.26	278.51	271.63	265.29	259.02	221.35	116.05
A-330-900/300/200	305.50	302.72	300.04	296.02	292.82	286.26	278.51	271.63	265.29	259.02	221.35	116.05
B-767-400ER	305.50	302.72	300.04	296.02	292.82	286.26	278.51	271.63	265.29	259.02	221.35	116.05
B-767-300ER	255.69	252.71	249.64	245.56	243.10	237.53	231.16	225.52	220.13	214.89	183.63	116.05
B-767-300/200	255.69	252.71	249.64	245.56	243.10	237.53	231.16	225.52	220.13	214.89	183.63	116.05
B-757	255.69	252.71	249.64	245.56	243.10	237.53	231.16	225.52	220.13	214.89	183.63	116.05
A-321N	255.69	252.71	249.64	245.56	243.10	237.53	231.16	225.52	220.13	214.89	183.63	116.05
B-737-900	246.47	244.20	241.98	238.73	236.20	230.87	224.58	219.01	213.87	208.82	178.45	116.05
A-321	246.47	244.20	241.98	238.73	236.20	230.87	224.58	219.01	213.87	208.82	178.45	116.05
B-737-800/700	245.19	243.00	240.79	237.58	235.07	229.76	223.52	218.07	212.95	207.89	177.71	116.05
A-320/319	245.19	243.00	240.79	237.58	235.07	229.76	223.52	218.07	212.95	207.89	177.71	116.05
A-220-300	236.59	234.45	232.33	229.19	226.73	221.63	215.59	210.29	205.34	200.48	171.33	116.05
A-220-100	226.89	224.85	222.80	219.79	217.45	212.55	206.77	201.66	196.91	192.27	164.31	116.05
B-717	220.61	218.75	216.69	213.76	211.51	206.73	201.16	196.14	191.61	187.05	159.82	116.05
EMB-195	185.25	183.61	181.92	179.47	177.56	173.55	168.87	164.71	160.87	157.05	134.20	116.05
EMB-190/CRJ-900	157.57	156.21	154.75	152.67	151.06	147.65	143.65	140.10	136.85	133.60	116.05	116.05

<sup>4</sup> Pay tables updated under *Section 3 B. 5.*

### Section 3 - Compensation

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

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

<sup>5</sup> Pay tables updated under *Section 3 B. 5.*

## Section 3 - Compensation

### c. January 1, 2025 composite hourly pay rates (continued)<sup>6</sup>

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

<sup>6</sup> Pay tables updated under *Section 3 B. 5.*

### Section 3 - Compensation

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

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

<sup>7</sup> Pay tables updated under *Section 3 B. 5.*



## Section 3 - Compensation

### d. January 1, 2026 composite hourly pay rates (continued)<sup>8</sup>

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

<sup>8</sup> Pay tables updated under *Section 3 B. 5.*



### Section 3 - Compensation

- 1       3. A regular pilot who flies an aircraft model other than that shown on such pilot's line will  
2       have their pay computed at the rate of the aircraft model flown.
- 3       4. If, during any consecutive rolling 18-month period, the Company grants an across-the-  
4       board increase in base pay rates to non-pilot U.S.-based workgroups covering 30% or  
5       more of its non-pilot U.S.-based workforce, then a review of pilot effective hourly rates  
6       will be triggered (see **Section 3 B. 4. Note one**). If, as a result of that review, it is  
7       determined that, as of the date the review was triggered, the Delta top-of-scale 757  
8       Captain effective hourly rate is less than 100% of the average of the top-of-scale 757  
9       Captain effective hourly domestic rates at United and American, the pilot effective hourly  
10      rates will be increased (except as provided in **Section 3 B. 4. Note three**). The amount of  
11      increase will be the lesser of the percentage difference between the Delta top-of-scale 757  
12      Captain effective hourly rate and 100% of the top-of-scale average 757 Captain effective  
13      hourly domestic day rates at United and American, or the average percentage increase  
14      (except as provided in **Section 3 B. 4. Note three**) granted to the non-pilot U.S.-based  
15      workgroups of the Company. Any percentage increase due the pilots will be effective as  
16      of the date of the increase that triggered the review.  
17      Note one: The effective pilot hourly rates at American, Delta, and United will be the  
18      hourly rate in effect at each respective carrier at the time the review is triggered,  
19      increased by the percent of pay received under the profit sharing plan for the preceding  
20      profit sharing plan year, at each respective carrier. For example, if a review is triggered  
21      on April 1 and the payouts for the preceding profit sharing plan years were 5% of a  
22      pilot's pay for that year at American, 15% at Delta, and 10% at United, the effective pilot  
23      hourly rates at each respective carrier will be the hourly rate then in effect at American  
24      multiplied by 1.05, the hourly rate then in effect at Delta multiplied by 1.15, and the  
25      hourly rate then in effect at United multiplied by 1.1.  
26      Exception: For purposes of **Section 3 B. 4. Note one**, the percent of pay, if any,  
27      received by American or United pilots under a profit sharing plan will not exceed the  
28      percent of pay received by Delta pilots for profit sharing in the most recently completed  
29      plan year. For example, if United pilots received 10% of pay in profit sharing and  
30      Delta pilots received 8% of pay in profit sharing, for purposes of a **Section 3 B. 4.**  
31      review, the United top-of-scale Captain 757 hourly rate would be multiplied by 1.08.  
32      Note two: The Company will provide the Association with its calculation of any review  
33      triggered under **Section 3 B. 4.** The parties agree to meet and confer to address any  
34      issues raised by the calculation of top-of-scale 757 Captain effective hourly rates at  
35      United and American.  
36      Note three: Base pay rates for non-pilot U.S. – based workgroups will only be  
37      considered to have increased to the extent they exceed the rates in effect on March 2,  
38      2023. Should an increase for non-pilot U.S.-based workgroups exceed the base pay rates  
39      in effect on March 2, 2023, then only the percentage by which such an increase exceeds  
40      the applicable March 2, 2023, base pay rates will be considered in the calculation of the  
41      percentage increase that may be applied to pilot composite hourly rates.
- 42      5. If, during the term of the PWA, either United or American reach a new collective  
43      bargaining agreement establishing a higher top-of-scale Captain hourly rate of pay for the  
44      highest paying aircraft the respective carrier operates as of March 2, 2023, then on a one-  
45      time basis for each compared carrier, the composite hourly pay rates for all aircraft types  
46      under **Section 3 B. 2.** will increase to match the percentage difference between the top

## Section 3 - Compensation

Delta hourly rate of pay and the identified higher hourly rate at the other carrier (“me too” percentage), plus an additional 1%.

Note one: All **Section 3 B. 2.** pay tables will increase by the same (“me-too” + 1%) percentage as calculated above.

Note two: Comparisons will be based on the hourly pay rate as of the effective date (date of signing) of the new collective bargaining agreement at American and/or United and the current **Section 3 B. 2.** pay tables then in effect.

Note three: **Section 3 B. 5.** does not apply to hourly pay rate increases generated by “me-too” clauses at other carriers triggered by raises under this PWA.

Note four: This provision will become null and void on the amendable date of this PWA.

### C. International Pay

International pay is:

Captain	\$6.50
First Officer	\$4.50

### D. Entry Level Pilot Pay

An entry level pilot will be paid 2:30 per calendar day (excluding days for which they are on an unpaid leave of absence) at the composite hourly pay rate established for the first-year longevity step beginning on their first day of employment with the Company as a pilot.

### E. New Aircraft Models

1. The Company will give the Association notice of its intention to introduce a new aircraft model at least six months prior to the projected scheduled revenue service date, or within 30 days after entering into the contract for procurement of the new aircraft model, whichever is later in time. (A new aircraft model is an aircraft model for which no composite hourly pay rate exists in the pay tables set forth in **Section 3 B.**).
2. The parties will meet within 15 days following written request by either party to negotiate an agreement setting forth the rates of pay and work rules for such new aircraft model.
3. If such negotiations do not result in agreement executed within 90 days from the date of the parties first meeting, either party may submit the dispute to expedited final and binding interest arbitration before a Five Member System Board of Adjustment under **Section 19**. The award of the Five Member System Board of Adjustment must be rendered within 60 days following submission of the dispute unless the parties agree otherwise.
4. In reaching its determination the Five Member System Board of Adjustment will give controlling weight to the mission, rates of pay and work rules applicable to the most closely comparable aircraft models, in terms of speed, passenger capacity, range, fuel economy, and gross weight, at the Company and at the three other largest domestic air carriers (measured in ASMs by aircraft types other than permitted aircraft types as defined in **Section 1 B. 40.**).
5. During this process (until implementation of an executed agreement or of the Five Member System Board award), the Company will establish rates of pay and work rules

### Section 3 - Compensation

(including any unique transition requirements and aircraft type classification) for affected pilots training for and flying such aircraft, that in its judgment are consistent with the criteria of **Section 3 E. 4.**

6. Pilots will undergo training for and fly such new aircraft model in the Company's scheduled and non-scheduled operation without regard to the length of time required to complete this process.
7. The initial rates of pay agreed to by the parties or established by the Five Member System Board of Adjustment for such new aircraft model will be effective as of the date of the first conversion into the category (if the aircraft model is determined to be a new aircraft type) or as of its actual revenue service date (if the aircraft model is determined to be part of an existing aircraft type).

#### F. Date of Rotation

For pay and credit purposes, the date on which a pilot is scheduled to depart (block-out) on the first flight segment of a rotation will be considered the date on which the rotation was flown.

#### G. Monthly Pay

A pilot will receive their earnings for a bid period in the form of two semi-monthly payroll checks:

1. An end-of-month (EOM) partial payment on the last business day of the corresponding calendar month in the amount of one-half of the reserve guarantee at their composite hourly pay rate as of the date of the payment, and
2. A consolidation payment on the last business day prior to the 16<sup>th</sup> of the following calendar month for the difference between their total earnings for the bid period and the amount of their EOM partial payment, if applicable.

#### H. Monthly Incentive Program

Pilot participation in the Monthly Incentive Program in accordance with the following:

Monthly Incentive Program	
<b>Eligibility</b>	Pilot and non-pilot employees of Delta generally, excluding officers and directors
<b>Maximum Potential Payout</b>	\$100 cash per month per eligible employee
<b>Award Measurement Criteria</b>	Operational Excellence and Overall Customer Satisfaction
<b>Method of Payout Calculation</b>	Payout will be based on: 1. On-Time Performance 2. Baggage Handling; and 3. Completion Factor

## Section 3 - Compensation

<b>Timing of Payment</b>	Earned monthly
<b>Pensionable</b>	Yes

### I. Profit Sharing Plan

Provide Profit Sharing in accordance with the following:

<b>Delta Air Lines, Inc. Annual Profit Sharing Plan</b>		
<b>Eligibility</b>	Pilot and non-pilot employees of the Company generally, except for employees eligible for the Delta Air Lines, Inc. Annual Profit Sharing Plan for Ground and Flight Attendant Employees, and management employees covered by incentive compensation plans	
<b>Pilot Payout Calculation</b>	<b>PTIX Levels</b>	<b>% of PTIX Paid under Program</b>
	\$0 to \$2.5 billion	10.0%
	Over \$2.5 billion	20.0%
<b>Program Year</b>	The calendar year	
<b>Basis of Individual Award</b>	Individual employee's annual compensation in the year in which the PTIX was earned as a percentage of total annual compensation for that year for all employees eligible for (a) the Delta Air Lines, Inc. Annual Profit Sharing Plan, or (b) the Delta Air Lines, Inc. Annual Profit Sharing Plan for Ground and Flight Attendant Employees. The Association will have the right to review the methodology and calculation of awards prior to such awards.	
<b>Timing of Accrual and Payment</b>	Accrue annually; award to be paid within 30 calendar days after the date on which the Company's annual audited consolidated financial statements are released. Such statements are typically released in late January but payment under the profit sharing plan will typically occur on February 14 <sup>th</sup> .	
<b>Pensionable</b>	Yes	
<b>Type of Payment</b>	Cash	
<b>Impact of Termination of Employment</b>	A former pilot whose employment has been severed for any reason, including retirement, resignation, or termination for any reason, will receive, at the same time as pilots, an award based on their annual compensation for the period in which the pilot earned such compensation, as will the estate or designated beneficiary of a deceased pilot who earned such compensation. Exception: A pilot who retires from the Company in December of one calendar year and receives compensation in the subsequent	

### Section 3 - Compensation

	calendar year will receive a profit sharing award based on such annual compensation in the subsequent calendar year notwithstanding their prior separation from Delta.*
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\* The Company will amend the Delta Air Lines, Inc. Annual Profit Sharing Plan consistent with ***Section 3 I.***

#### J. Ocean Crossing Pay

Ocean crossing pay is:

Captain \$8.00

First Officer \$6.00

#### K. Holiday Pay

A pilot who operates a rotation that touches one of the following holidays will receive additional ADG pay, no credit (in addition to any other form of pay) for each such day:

1. New Year's Eve

2. New Year's Day

3. Memorial Day

4. Independence Day

5. Thanksgiving Day

6. Christmas Eve

7. Christmas Day

Note: A pilot will receive holiday pay regardless of whether or not their rotation contains a duty period on one of the above holidays.

1 SECTION 4

2  
3 MINIMUM PAY AND CREDIT GUARANTEES

4  
5 A. Definitions

- 6  
7 1. "Aircraft model" means an aircraft (e.g., B-737-800, A-330-900) within an aircraft type.  
8 2. "Aircraft type" means one of the following groupings:  
9

a. B-777	g. A-321N/321/320/319
b. A-350	h. B-737-900/800/700
c. B-787	i. A-220-300/100
d. A-330-900/300/200	j. B-717
e. B-767-400ER	k. EMB-195/190
f. B-767 (all except B-767-400ER)/B-757	l. CRJ-900

- 10  
11 3. "Flying," "flown," "flies," and "fly" for purposes of **Sections 4, 12, and 23**, means:  
12 a. operation of a flight as a cockpit crewmember, and/or  
13 b. a deadhead by air.  
14 4. "Known absence" means a period of unavailability in a subsequent bid period for which a  
15 pilot is scheduled prior to the close of initial line awards for such bid period (e.g.,  
16 training, vacation, sick, MLOA, ALPA duty) during which a pilot may not be awarded a  
17 rotation(s) or on-call day(s).  
18 5. "Line" means a pilot's bid period schedule.  
19 a. "Initial line" means the line awarded/assigned to a pilot via PBS or DBMS.  
20 b. "Adjusted line" means a pilot's initial line as modified by the line adjustment process.  
21 c. "Regular line" means a line composed of training, vacation, leaves, rotations, and/or  
22 days-off.  
23 d. "Reserve line" means a line composed of training, vacation, leaves, reserve on-call  
24 days and X-days.  
25 e. "Blank regular line" means a regular line that is constructed without rotations.  
26 f. "Specially created reserve line" means a reserve line that was not awarded/assigned in  
27 the initial line awards.  
28 g. "Reduced lower limit line" (RLL) means a regular line with a value that is less than  
29 the lower limit of a pilot's LCW and that is awarded upon request under **Section 23**  
30 **D. 11. Exception** to a pilot who cannot be awarded a regular line within their LCW.  
31 6. "Line adjustment" means the process by which the Company removes a rotation(s) from  
32 a regular pilot's line for the next bid period, which would otherwise create an FAR and/or  
33 PWA conflict(s).  
34 7. "Line guarantee" means a line holder's minimum pay and credit entitlement in a bid  
35 period.  
36 8. "Pro rata portion of the reserve guarantee" means the reserve guarantee for a position  
37 divided by the number of days in a bid period.

## Section 4 – Minimum Pay And Credit Guarantees

9. “Reserve day” means a day on which a reserve pilot is scheduled to be on either an on-call day or an X-day.
10. “Reserve pro rata share” means the reserve guarantee divided by the associated number of on-call days in a full bid period on a reserve line.

### B. Regular Line Guarantee

1. The line guarantee of a regular pilot will be the lesser of:
  - a. 65 credit hours, or
  - b. their block hour limitation.Exception one: A pilot holding an RLL will, at the pilot’s option, be guaranteed the lower limit of their LCW (see **Section 23 D. 18.**).  
Exception two: A pilot holding a blank regular line is not entitled to a line guarantee.
2. A regular line guarantee will be computed at the pay rate(s) of the aircraft model(s) shown on the pilot’s adjusted line. If multiple aircraft models are shown on such line, the pilot’s line guarantee will be prorated. Such prorate will be based upon the amount of scheduled credit for each aircraft model shown on such line.
3. A regular line guarantee will be reduced by:
  - a. pay and credit for a rotation(s) (or a portion thereof) dropped due to
    - 1) an unpaid leave(s) of absence (including a personal drop(s)) or furlough, or
    - 2) the line adjustment process, or
  - b. the net reduction in pay and credit resulting from a swap(s).

### C. Reserve Line Guarantee

1. The line guarantee of a reserve pilot for credit purposes will be their ALV minus two hours, but no less than 72 hours and no more than 80 hours, and for pay purposes, will be the total dollar value determined as follows:
  - a. their ALV minus two hours, but no less than 72 hours and no more than 80 hours  
*minus*
  - b. their accumulated credit in the bid period, the result of which will be  
*multiplied by*
  - c. the hourly rate of the highest paying aircraft model that all pilots in the pilot’s category may be required to fly in the bid period, the result of which will be  
*added to*
  - d. the dollar value of their accumulated credit in the bid period.Note one: Subject to **Section 4 G.**, the dollar value of the accumulated credit in **Section 4 C. 1. d.**, will be computed at the hourly rate of the highest paying aircraft model that all pilots in the pilot’s category may be required to fly in the bid period.  
Note two: International pay for a pilot’s flight time flown in international operations in the bid period will be added to the dollar value of the accumulated credit in **Section 4 C. 1. d.**  
Note three: Ocean crossing pay under **Section 3 J.** for a pilot’s flight time flown in an ocean crossing segment in the bid period will be added to the dollar value of the accumulated credit in **Section 4 C. 1. d.**



## Section 4 – Minimum Pay And Credit Guarantees

Exception one: A reserve line guarantee will be reduced by a pro rata portion of the reserve guarantee for each vacation day (as provided under **Section 7 G. 2.**) and for each CQ training day (as provided under **Section 11 B. 2.**).

Exception two: A reserve line guarantee will be reduced by a reserve pro rata share for each on-call day(s) removed from a pilot's line after initial line awards due to an unpaid leave(s) of absence (including a personal drop(s) or furlough).

Exception three: The reserve line guarantee of a pilot who is awarded an additional on-call day(s) under **Section 23 T. 5.** will be increased by a reserve pro rata share for each on-call day awarded.

Exception four: The reserve line guarantee of a pilot who is converted to additional short call periods under **Section 23 S. 2. c. 2) Exception one** will be increased by one hour for each additional short call period.

2. A pilot who is assigned a specially created reserve line will receive a pro rata portion of the reserve guarantee for each on-call day and X-day on their schedule.

### D. Line Guarantee-Unassigned Pilots

The line guarantee of an unassigned pilot will be the reserve guarantee of the lowest paying position listed in **Section 22 B.** for aircraft in revenue service.

### E. Company-Removal Guarantee

1. If the Company removes a regular pilot from a rotation or portion thereof after completion of the line adjustment process for the convenience of the Company, the pilot will receive pay and credit for the scheduled credit of the removed rotation or portion thereof, plus their accumulated credit for any portion of such removed rotation flown. If such rotation included an international operation(s), the pilot will also receive international pay for the scheduled block time or deadhead time of the international operation(s). If such rotation included an ocean crossing segment for which ocean crossing pay applies, the pilot will also receive such ocean crossing pay for the scheduled block time of the segment. The phrase "convenience of the Company" does not include:
  - a. a pilot-initiated removal (e.g., absence under **Section 13**, sick or accident leave, vacation, personal drop, Association business, failure to report as scheduled, swap, participation in a grievance or a System Board), or a removal due to,
  - b. IROPS (for pay and credit treatment, see **Section 4 F.**)
  - c. their training (for pay and credit treatment, see **Section 11 B.**)
  - d. their OE - or another pilot's OE (for pay and credit treatment, see **Section 11 B.** and **Section 23 G. 5.**)
  - e. the removal of a rotation(s) in one bid period caused by an FAR/PWA conflict resulting from a white slip or yellow slip awarded to the pilot in the prior bid period (see **Section 23 P. 7. f. Exception two**, and **Section 23 T. 3. a. 1) Exception two**)
  - f. change or removal of an asterisk rotation (for pay and credit treatment, see **Section 4 F. 6.**)
  - g. low-time pilot pairing (for pay and credit treatment, see **Section 4 F.**)
  - h. a conflict with their reserve assignment (for pay and credit treatment, see **Section 4 E. 2.**)

## Section 4 – Minimum Pay And Credit Guarantees

- i. a removal from recovery or reroute flying (for pay and credit treatment, see **Section 4 F.**)
  - j. disciplinary suspension
  - k. the removal of a rotation under **Section 23 P. 10. a.** (proffered white slip), **Section 23 P. 13.** (white slip errors and omissions) and **Section 23 Q. 13.** (green slip errors and omissions)
  - l. witness/representative appearance (for pay and credit treatment, see **Section 17 B.**)
  - m. failure to complete training (for pay and credit treatment, see **Section 11 B. 6.** and **7.**)
  - n. failure to meet physical standards (for pay and credit treatment, see **Section 15 C.**)
  - o. failure to be in possession of required FAA and travel documents at report for the first duty period of a rotation (e.g., FAA Medical Certificate, FAA Airman Certificate, passport, visas)
  - p. retirement, death, furlough, or termination
2. A regular pilot who is removed from a rotation due to a conflict with a reserve assignment will receive pay and credit for the greater of the scheduled credit of the rotation removed or the credit accumulated on the regular portion of their line from such reserve assignment.

Note: For purposes of **Section 4 E.**, the pilot will receive all pay, no credit applicable to such rotation under **Section 12 I. Exception**, **12 S.**, and **12 T.**

### F. Rotation Guarantee

1. After completion of line adjustment, a regular pilot who is unable to fly a rotation or portion thereof that originates on the pilot's regular line, due to IROPS or an FAR or PWA conflict, will receive pay and credit for the greater of:
  - a. the scheduled credit of such rotation, or
  - b. their accumulated credit for:
    - 1) recovery flying under **Section 23 K.**, or
    - 2) the rerouted rotation flown under **Section 23 L.**

Exception: A pilot who is removed from a rotation due to an FAR and/or PWA conflict created by a white slip or yellow slip award from the prior bid period will not be entitled to a rotation guarantee for such removed rotation (see **Section 23 P. 7. f. Exception two** and **Section 23 T. 3. a. 1) Exception two**).

Note: For purposes of **Section 4 F.**, the pilot will receive all pay, no credit applicable to such rotation under **Section 12 I. Exception**, **12 S.**, and **12 T.**

2. A pilot who is eligible for a rotation guarantee may be assigned flying or deadheading under **Section 23 K.** or **Section 23 L.**
3. A pilot who is eligible for a rotation guarantee and is assigned flying under **Section 23 K.** or **Section 23 L.** may be entitled to lodging (see **Section 5 E. 1.**).
4. The pay and credit of a pilot who is eligible for a rotation guarantee and who has performed recovery or reroute flying will be computed and applied as of the completion date of the rotation flown.
5. The pay and credit of a pilot who is eligible for a rotation guarantee for a transition rotation and who has performed:

## Section 4 – Minimum Pay And Credit Guarantees

- a. reroute flying, will be computed and applied as of the completion date of the rotation flown. If the pilot is on reserve on such completion date, the rotation guarantee will be offset against their reserve guarantee.
- b. recovery flying will be computed and applied:
  - 1) as of the scheduled dates of their original rotation, if the pay and credit of their recovery flying is less than that of the original rotation, and
  - 2) as of the completion date of the recovery flying, if the pay and credit of their recovery flying is more than that of the original rotation.

Note: Such pilot may request that Crew Scheduling apply credit hours from the subsequent bid period to the prior bid period in order to recoup an amount equal to the credit hours that were scheduled to occur in the transition rotation within the prior bid period (not to exceed the applicable white slip pickup limit). The subsequent bid period will have a corresponding number of credit hours reduced from the total credit hours for that bid period.

6. Asterisk Rotations – The rotation guarantee of an asterisk rotation will be based on the portion of the rotation (as originally published in the bid package) that is contained within the bid period.
7. For purposes of a rotation guarantee, a rotation(s) added to a regular pilot's line as the result of **Section 4 F. 7. a. – e.**, will be part of their regular line:
  - a. inverse assignment with or without conflict under **Section 23 N.** or **O.**
  - b. swap with the pot under **Section 23 H.**
  - c. white slips under **Section 23 P.**
  - d. green slips or green slips with conflict under **Section 23 Q.**
  - e. a rotation swap between regular pilots.

### G. Mixed Aircraft Model Guarantee

Contingent on FAA approval, the Company may place any aircraft model into any aircraft type grouping. In such event, the composite hourly rate for the purposes of reserve line guarantee for all aircraft models in the aircraft type grouping will be the weighted average for such models based on the aircraft model mix within the aircraft type groupings. This rate will be adjusted and published annually on January 1<sup>st</sup> of each year.

#### EXAMPLE:

350 and 767-300ER models are placed in the same aircraft type grouping. (12-year Captain rate used for calculations.)

(24) 350s divided by [(24) 350s + (45) 767-300ERs] = .3478

(45) 767-300ERs divided by [(24) 350s + (45) 767-300ERs] = .6522

.3478 multiplied by 350 rate of \$417.54 = \$145.22

.6522 multiplied by 767-300ER rate of \$349.50 = \$227.94

\$145.22 + \$227.94 = \$373.16

Composite hourly rate for a 12 year Captain on 350 and 767-300ER models is \$373.16.

## Section 4 – Minimum Pay And Credit Guarantees

### H. Suit-Up Pay and Credit

1. A regular pilot or a long call reserve pilot will receive a minimum of two hours pay and credit if the pilot:

- a. has not acknowledged their removal from a rotation or portion thereof, and
- b. reports for duty.

Exception: A pilot who is entitled to a rotation guarantee under **Section 4 F.** will not receive suit-up pay and credit if the pilot elects to waive their rotation guarantee and the corresponding requirement to be available for flying or deadheading under

#### **Section 4 F. 2.**

Note one: For a regular line holder, such pay and credit will be offset against their rotation guarantee, if any.

Note two: A pilot may only waive their rotation guarantee with the concurrence of Crew Scheduling.

2. A short call reserve pilot who is removed from a rotation or portion thereof will receive suit-up pay and credit if Crew Scheduling first attempted to notify the pilot of such removal less than two hours before their scheduled report.
3. A reserve pilot will receive one hour of pay, no credit for each short call period completed during which the pilot does not perform any flying.  
Note: A reserve pilot who is released by the Company prior to the end of their short call period is considered to have completed such short call period.
4. A reserve pilot will receive a minimum of two hours pay, no credit; be released from duty and receive free of duty periods under **Section 23 S. 13.**, if the pilot:
  - a. has not acknowledged the removal from a rotation, and
  - b. reports for duty (e.g., GS, IA) on an X-day.

### I. Miscellaneous Guarantee

1. A pilot will receive pay and credit for the value of a known absence (other than an unpaid absence) that was on their initial line of time and that is subsequently cancelled.
2. A pilot who is ordered or required by the Company to attend a disciplinary (or pre-disciplinary) proceeding or investigatory interview under **Section 18** on the pilot's scheduled day off will receive additional pay, no credit equal to the ADG (in addition to any other form of pay), provided that such pilot is not on a paid Company/administrative leave at the time of the meeting.

1 SECTION 5

2  
3 LODGING AND EXPENSES

4  
5 A. Definitions

- 6  
7 1. “Domestic per diem” means the hourly meal allowance applicable to a pilot  
8 a. for time away from base while engaged in domestic operations, or  
9 b. while assigned to training within the contiguous 48 states of the United States in  
10 which the pilot is entitled to lodging under **Section 5 E.**  
11 2. “International per diem” means the hourly meal allowance for time away from base that  
12 is applicable to a pilot while engaged in international operations or while  
13 assigned to training located outside the contiguous 48 states of the United States.  
14 3. “Time away from base” means the period beginning with report at base and ending upon  
15 release at base.  
16 Exception: The “time away from base” of a pilot who is assigned to training away from  
17 base will end at block-in at their base.  
18 Note: See **Section 11 I. 3.** (travel to training), **Section 23 P. 8.** (out-of-base white slips),  
19 and **Section 23 Q. 14.** (out-of-base green slips).  
20

21 B. Per Diem

- 22  
23 1. Domestic per diem will be adjusted annually, effective January 1, and equal 90% of a  
24 weighted average based on the U.S. government Meal & Incidental Expenses (M&IE)  
25 rate in effect for the most recently completed U.S. government fiscal year for the 10 cities  
26 in the mainland U.S. with the most pilot layovers during such year.  
27 Note: For 2023, the Domestic per diem is \$2.85 effective March 2, 2023.  
28 2. International per diem will be adjusted annually, effective January 1, and calculated as  
29 follows:  
30 a. Step 1: Determine the five cities with the most pilot layovers in the most recently  
31 completed U.S. government fiscal year in each of the following theaters:  
32 1. Atlantic, and  
33 2. Pacific, and  
34 3. Americas.  
35 b. Step 2: Calculate a weighted average of the U.S. government Meal & Incidental  
36 Expenses (M&IE) rate for those cities in each theater.  
37 Note: For each city, the M&IE rate will be based on the weighted average of the 12  
38 monthly M&IE rates from the prior U.S. government fiscal year.  
39 c. Step 3: Calculate a new weighted average based on each theater’s weighted average  
40 under Step 2.  
41 d. Step 4: Multiply the number derived under Step 3 by 60%. This produces the  
42 international per diem for the upcoming calendar year.  
43 Note: For 2023, the International per diem is \$3.35 effective March 2, 2023.  
44

45 Note one: Domestic and International per diem under **Section 5 B. 1.** and **2.** will be expressed  
46 as a dollar amount rounded up to the nearest whole \$.05.

## Section 5 – Lodging & Expenses

Note two: No later than December 1 of each year, the Company will furnish the Association with the data used to calculate Domestic and International per diem rates for the upcoming calendar year.

Note three: No later than January 1 of each year, Delta will publish the updated Domestic and International per diem rates.

3. A pilot who is assigned to training away from their base that includes a break in training of at least 48 hours will receive per diem for the time of such break if they notify the Company of their intention to remain at the training location during the break.

4. A pilot who is eligible for a hotel while assigned to training at the pilot's base will receive per diem beginning at 0000 hours on the first day of training and end at 2359 hours on the last day of such training.

5. An entry level pilot will receive 8 hours of domestic per diem during each day of training.

### C. Crew Meals

A pilot will be scheduled to receive crew meal(s) as follows:

1. each flight segment scheduled for:

a. 4:00 – 9:59 hours block-to-block requires at least one main course meal.

b. 10:00 – 15:59 hours block-to-block requires at least two main course meals.

c. 16:00 or more hours block-to-block requires at least three main course meals.

2. any flight departing between 0400 to 0800 local time, inclusive, requires one main course (breakfast) meal.

Exception: If no catering service is available at the originating airport, a main course (breakfast) meal will be provided on the pilot's next flight segment departing from a catering station unless there is a scheduled ground time of at least 1:30 at the arrival station.

and

3. an operation comprising a roundtrip to or from an airport, or between airports, outside the contiguous 48 states of the United States in a single duty period.

Note: A pilot will only be provided such meal on one of the two flight segments.

4. a Flight Duty Period of

a. at least 6:30 hours, requires one main course meal, and

b. at least 10:00 hours, requires two main course meals.

Exception one: If a pilot has a single scheduled ground time of at least 1:30 during the Flight Duty Period, a meal is not required to be provided under **Section 5 C. 4.**

Exception two: A main course meal provided under **Section 5 C. 1.** or **2.** may satisfy the meal requirement under **Section 5 C. 4.**

Note: Meals will be provided as close to normal meal times as possible.

Note one: Crew meals will be the same main course meal for the highest class of passenger seating on the flight. If there is no passenger meal service on the flight, then for purposes of **Section 5 C.**, a main course meal is the same meal that would have otherwise been served for the highest class of passenger seating on such flight.

## Section 5 – Lodging & Expenses

Note two: If a crew meal is unavailable to a pilot due to a service failure (e.g. spoilage, catering error), the affected pilot will receive \$10. Unappetizing meals are not considered a service failure under this provision.

### D. Other Expenses

1. The Company will reimburse a pilot for the following, if they are required by the Company:
  - a. Passport application, renewal and expedited renewal fees charged by the U.S. Department of State.
  - b. Passport photograph fees.
  - c. Visa application fees charged by a foreign country.
  - d. Vaccination fees charged by a medical facility.
2. A vaccination recommended by a pilot's personal physician will be a covered expense under the pilot's medical plan (Delta Health Plan, DPMP, or Delta Pilots' High Deductible Health Plan).
3. The Company will reimburse a short call pilot who is based in NYC and who is assigned a rotation reporting at EWR for up to \$100 of actual transportation expenses to EWR.
4. The Company will reimburse a pilot for additional reasonable expenses related to an extraordinary condition.

### E. Lodging

1. The Company will provide adequate and comfortable single occupancy lodging for a pilot who is:
  - a. away from base, when:
    - 1) undergoing training,
    - 2) on a layover,Exception: In a rotation that begins and/or ends with a deadhead-only duty period, lodging will be provided upon request for a pilot who is away from base when on the:
    - a) first layover of a rotation, provided such layover follows a deadhead-only duty period.
    - b) last layover of a rotation, provided such layover precedes a deadhead-only duty period.or
    - 3) performing other duty in which the pilot is required to be away from base overnight.
  - b. at their base upon request, when:
    - 1) undergoing qualification training (including either or both the night prior to the first day of training and the night of the last day of training),
    - 2) undergoing CQ, provided the pilot's permanent residence is more than 50 straight line statute miles from the Training Center, and
    - 3) undergoing recency with a briefing prior to 0900 (local time), provided the pilot's permanent residence is more than 50 straight line statute miles from the Training Center.



## Section 5 – Lodging & Expenses

Note: A pilot's request for lodging under **Section 5 E. 1. b.** will comply with the process established by Flight Training Planning in coordination with the MEC Hotel Committee Chairman.

c. at their base upon request, provided:

- 1) the pilot reports for duty and is assigned recovery flying under **Section 23 K. 1.**,
- 2) the time between the notification of the replacement flying and the scheduled departure time is at least five hours, and
- 3) the replacement flying is scheduled to depart in the same or the following day.

d. at a station (at or away from base) at which the pilot is scheduled for block-in to block-out time of more than five hours (upon the pilot's request).

Exception: If travel time to a co-terminal is part of the scheduled block-in to block-out time, the pilot will be provided lodging (upon the pilot's request) if the total ground time is more than the sum of five hours plus the ground travel time under **Section 8 B. 3.**

e. at their base upon request, provided:

- 1) the pilot is scheduled to operate a MAC rotation, and
- 2) the report of the MAC rotation has been delayed more than five hours pursuant to **Section 23 G. 4. Note.**

f. undergoing indoctrination and initial qualification training as an entry level pilot.

2. A pilot will check in and out of hotels, thereby informing hotel personnel of the identity of pilots then occupying hotel rooms.
3. A pilot will pay for their incidental lodging expenses (e.g., telephone charges, room service, movies, etc.) at the time of check-out. The Company will not reimburse a pilot for such incidental expenses.
4. If Company arranged lodging at a layover station is not available, a pilot may arrange other lodging. The Company will reimburse a pilot for the actual reasonable expenses of such lodging.  
Note: For layovers following an ocean crossing flight segment, "not available" for purposes of **Section 5 E. 4.** means a room that is unavailable for occupancy 45 minutes after the pilot's scheduled arrival at the hotel. After 30 minutes from the scheduled arrival time, the pilot will notify Crew Accommodations of their lodging unavailability.
5. The Company will provide safe and suitable transportation between a lodging facility and the airport or other work location. If transportation is not provided, or is delayed more than 20 minutes, a pilot may arrange their own transportation and the Company will reimburse the pilot for their actual necessary transportation expenses.
6. The MEC Hotel Committee will have the right to meet with the Senior Vice President-Flight Operations or their designee concerning lodging accommodations.
7. No changes will be made to existing accommodations without 30 days prior notice to the MEC Hotel Committee or MEC Chairman, unless existing lodging or transportation arrangements become unavailable.
8. Corporate Travel Services (CTS), or the applicable third-party travel services vendor, will provide the MEC Hotel Committee a minimum of 120 days advance written notice of scheduled expiration dates of hotel contracts and, under normal circumstances, a list of potential replacement hotels. The MEC Hotel Committee may, within 30 days thereafter, submit its desired list of deletions and/or additions to CTS, or the applicable third-party travel services vendor. CTS, or the applicable third-party travel services vendor, will

## Section 5 – Lodging & Expenses

- 1 give due consideration to such input and will meet and confer with the committee to  
2 resolve any disputes. This process is intended to result in the selection of mutually  
3 acceptable lodging accommodations.
- 4 9. The preference for a layover hotel will be a branded hotel that is affiliated with a national  
5 or international chain.
- 6 a. The MEC Hotel Committee may, at its discretion, conduct quarterly reviews of each  
7 hotel that is not affiliated with a chain (non-brand hotel). If as a result of such  
8 review, the MEC Hotel Committee determines that a non-brand hotel is not able to  
9 provide acceptable accommodations, the Company will conduct a new analysis of  
10 that market within 45 days and present its findings to the MEC Hotel Committee in  
11 order to receive their input. This process is intended to result in the selection of  
12 mutually acceptable lodging accommodations.
- 13 b. In all contracts for hotels, the Company will include a clause in the hotel contract that  
14 provides the right to terminate the contract in the event the hotel ends its affiliation  
15 with a national or international chain.
- 16 10. A pilot scheduled for a layover of more than 12 hours (block-to-block) will receive  
17 lodging at a downtown hotel.
- 18 Exception one: Such lodging may be provided at an alternative hotel if the MEC Hotel  
19 Committee Chairman approves the use of such hotel in connection with the layover.
- 20 Exception two: During irregular operations, the Company will attempt to provide  
21 lodging at a Company-approved downtown hotel.
- 22 11. In all contracts for hotels, the Company will use its best efforts to negotiate free internet  
23 access for pilots while on layover.
- 24 12. If there is no Company-approved hotel in a layover location on a MAC rotation, CTS, or  
25 the applicable third-party travel services vendor, will coordinate with the MEC Hotel  
26 Committee Chairman to discuss a list of acceptable alternate facilities with priority given  
27 to a property affiliated with a national or international chain. Such discussion may be  
28 accomplished before the actual need arises to expedite the needed reservation process for  
29 a short-notice MAC request by the DOD.
- 30 13. Pilots with a layover period in NRT may be lodged at the Radisson Hotel Narita,  
31 provided that said hotel facility, or any successor at that location, will at all times:
- 32 a. meet or exceed the requirements of **Section 5 E.**,
- 33 b. have a modern health club, including well-maintained exercise and weight training  
34 equipment and swimming pool available for use by crewmembers,
- 35 c. provide free, scheduled bus service (with seating for at least 11 passengers) to  
36 downtown Narita, with a minimum of three daily departures from the hotel and a  
37 minimum of three daily departures from downtown Narita at mutually agreed upon  
38 times,
- 39 d. provide laundry services at the hotel, direct-billed to the Company,
- 40 e. provide rental lockers at the current Narita flight kitchen location for use on a  
41 monthly basis, with the fee paid by payroll deduction. These lockers will be available  
42 for use by Company crewmembers (pilots and flight attendants) on a first come, first  
43 served basis, with a waiting list maintained, if necessary. This provision is not  
44 intended to require an increase in the number of lockers currently provided, which is  
45 1,090 lockers,
- 46 f. have a full service restaurant on premises, and

## Section 5 – Lodging & Expenses

- g. diligently comply with a maximum room wait limit of 30-minutes, with any deviations from this standard to be promptly investigated by the Company to determine the cause, and then promptly fixed.

### F. Laundry Expenses

A pilot who is engaged in international operations is eligible for reimbursement for laundry expenses incurred at a layover city if the pilot's rotation contains an ocean crossing and has a time away from base (TAFB) of 96 hours or more as follows:

TIME AWAY FROM BASE	REIMBURSEMENT AMOUNT
96:00 to 191:59	\$50.00
192:00 to 287:59	\$100.00
Greater than 288:00	\$150.00

Note: A receipt is required, which must be submitted through the electronic expense form. Exception: An international pilot is not eligible for reimbursement of laundry expenses under **Section 5 F.** if the pilot utilizes the direct-billing laundry service at NRT as described in **Section 5 E. 13. d.**

### G. Uniforms

An entry level pilot will receive, at Company expense, the following uniform articles prior to beginning IOE:

1. one jacket,
2. two pairs of pants,
3. one tie,
4. one hat, and
5. one set of brass.

1 SECTION 6

2  
3 RELOCATION

4  
5 A. Definitions

- 6  
7 1. "Eligible family member" for the purposes of **Section 6**, means:
- 8 a. a relative who:
    - 9 1) resides in an eligible pilot's household,
    - 10 2) is dependent on the pilot for livelihood, and
    - 11 3) is claimed on the pilot's federal tax return as a dependent.
  - 12 b. an eligible pilot's spouse (including a person who is a domestic partner under the
  - 13 Delta Domestic Partner Program).

- 14 2. "Eligible move" means the actual movement of all of an eligible pilot's household goods
- 15 and personal effects from their former permanent residence to, and the establishment of,
- 16 their new permanent residence at, a location that is:
- 17 a. within the United States, and
  - 18 b. more than 50 straight line statute miles from:
    - 19 1) their former permanent residence, and
    - 20 2) the greater metropolitan area of their former base, as described in the then most
    - 21 recently published U.S. Census Bureau Metropolitan Areas Definition (See
    - 22 [www.census.gov/population/www/estimates/metrodef.html](http://www.census.gov/population/www/estimates/metrodef.html)).

23 Exception: An eligible move will not include a move by a pilot whose permanent

24 residence, on the award date of their related conversion or the date of their recall from

25 furlough, is located in, or located within 50 miles of, the greater metropolitan area of their

26 new base.

- 27 3. "Eligible pilot" for the purposes of **Section 6**, means a pilot who intends to complete or
- 28 completes an eligible move and:
- 29 a. converts into a position at another base via an MD or VD, or
  - 30 b. converts into a position at a new or re-established base within 12 months of the first
  - 31 pilot conversion at such base, or
  - 32 c. transfers from a closed base within the 12 months preceding the base closing, or
  - 33 d. is recalled from furlough to a base other than their furlough base, or
  - 34 e. otherwise transfers to a base at Company request,
  - 35 f. provided:
    - 36 1) they actually move their household goods and personal effects to a new
    - 37 permanent residence that is within a 125 straight-line statute mile radius of the
    - 38 airfield reference point at their new base or of any co-terminal airport at their new
    - 39 base, and
    - 40 2) their current permanent residence is not within such radius, and
    - 41 3) they actually establish their home at their new permanent residence, and
    - 42 4) their new permanent residence is at least 50 straight-line statute miles closer to the
    - 43 airfield reference point at their new base than is the permanent residence address
    - 44 from which they are relocating, and
- 45

## Section 6 - Relocation

- 5) they agree to repay the Company for such relocation benefits if, within 12 months of the conversion that entitled them to receive such relocation benefit, they convert into a position at another base as the result of an advance entitlement.
4. “Furlough base” means the base to which a pilot was assigned on their date of furlough.
5. “Permanent residence” means the home where a pilot physically resides on a permanent basis and at which they intend to remain. Evidence of a pilot’s permanent residence includes, but is not limited to, their DBMS residence address and residence address for Company benefits enrollment purposes.

### B. Relocation Benefits

1. Subject to the limitations in **Section 6 B. 2.**, an eligible pilot will be provided the following relocation benefits:

- a. Household Goods and Personal Effects

The cost of packing, crating, transporting, and storage of up to 24,000 pounds of the pilot’s household goods and personal effects, when arranged by the Company with a recognized public moving and storage company, from their former permanent residence to the pilot’s new permanent residence or, at their option, from their former permanent residence to a storage facility in the vicinity of their former or new permanent residence and subsequently to their new permanent residence.

Note: Company paid expenses under **Section 6 B. 1. a.** will not exceed the expense of moving the straight line statute mile distance between the airfield reference points at the former base and the new base plus up to one month of storage expense.

- b. Motor Vehicle(s)

- 1) The cost of transporting up to two motor vehicle(s), from the pilot’s former permanent residence to their new permanent residence, provided:
  - a) there are at least 600 straight line statute miles between:
    - i) the airfield reference points at their former base and their new base, and
    - ii) their former permanent residence and their new permanent residence, and,
  - b) such vehicle(s) is:
    - i) no more than 12 model years old,
    - ii) in driving condition,
    - iii) licensed to operate on public highways,
    - iv) registered in the name of the pilot or spouse,
    - v) insured, and
    - vi) not classified for insurance purposes as classic or collector.

Exception: For a vehicle more than 12 model years old, the pilot will receive \$800 in lieu of the actual cost of transporting it to their new permanent residence.

- 2) If such vehicle(s) is driven during the move:
  - a) enroute tolls and parking charges, and
  - b) mileage expenses at the “business” IRS rate (65.5 cents per mile as of January 1, 2023), not to exceed the lesser of the straight-line statute mile distance between:
    - i) the airfield reference point at their former base and their new base, or

## Section 6 - Relocation

ii) their former permanent residence and their new permanent residence.

### c. Passes

Space available on-line (i.e., Delta Air Lines, Inc.) transportation, for the most direct route of travel, between the Delta station nearest the pilot's permanent residence and their new base city as follows:

- 1) For the purpose of house hunting: four (priority SA-1, valid for seven days) round trips for the pilot and their spouse. Eligibility for such passes will begin on the award date of the MD or VD that created the eligibility for relocation benefits.

Note: The pilot's Chief Pilot may authorize priority SA-1 transportation to allow the pilot's minor dependent children to accompany the pilot.

- 2) For the purpose of traveling to their new permanent residence: one (priority SA-1, valid for seven days) one-way for the eligible pilot and their eligible family members. Eligibility for such passes will begin on the award date of the MD or VD that created the eligibility for relocation benefits.
- 3) For the purpose of commuting to the new base, while in the process of relocating: four (priority SA-1, valid for seven days) round-trips, per bid period for the eligible pilot, from their conversion date until they establish a new permanent residence or one year, whichever is sooner.

### d. Lease Cancellation

The costs incurred by the pilot as the result of prematurely canceling an unexpired lease or rental agreement for their former permanent residence, in an amount not to exceed three months' rent, provided:

- 1) such lease or rental agreement was entered into before the date of the award (or date of notice of recall from furlough) that created their eligibility for relocation benefits under **Section 6 A. 2.**,
- 2) the pilot submits to Relocation Services:
  - a) a copy of the lease or rental agreement, and
  - b) a letter from the landlord describing and confirming the cancellation costs incurred,and
- 3) the pilot contacts Relocation Services in writing to allow them to negotiate the lease cancellation. If they do not do so, the lease cancellation charges will not be reimbursed.

### e. Insurance

The Company will provide insurance coverage for the:

- 1) repair or replacement value of household goods and personal effects that are lost or damaged while being moved under **Section 6 B. 1. a.**, to a maximum of \$200,000.

Note one: Household goods and personal effects of extraordinary value (\$100 per pound) must be:

- a) identified prior to loading, and
- b) unpacked at the destination in the presence of the moving company's driver.

Note two: Electronic equipment is not covered for internal damage unless there is obvious external damage caused in transit.

## Section 6 - Relocation

- 2) loss or damage to a vehicle(s) transported under **Section 6 B. 1. b. 1)** up to the lesser of the vehicle's replacement value or \$100,000.

Note: A pilot will not be paid for a claim under this provision unless they notify a moving company representative of such claim:

- a) prior to the initiation of repair work or purchase of replacement item,
  - b) within 90 days of delivery of the household goods or personal effects, and
- Exception: A claim related to property damage to the former or new permanent residence must be submitted to the moving company within 48 hours of pick-up or delivery.
- c) at the time of delivery of a vehicle transported under **Section 6 B. 1. b. 1)**.

f. COMAT

In accordance with standard COMAT shipping regulations, one space available shipment of up to 1000 pounds of an eligible pilot's properly packaged, inventoried and labeled (with origin and destination address and phone numbers) personal effects (excluding furniture).

- 1) The following may not be shipped COMAT:
  - a) items classified as "Dangerous Goods."
  - b) items restricted under FAA regulations.
  - c) pets.
- 2) The pilot is responsible to deliver the goods to the airport cargo facility and pick up the shipment at its destination. Unclaimed shipments may be sent to a commercial storage facility at the pilot's expense 96 hours after arrival at destination.
- 3) The Company will assume liability to a maximum of \$500 for loss of a properly packaged shipment between the origin and destination cities.
- 4) Use Shipping Account Number 185-674-017.

g. Miscellaneous Expense Allowance

A one-time allowance of \$6000.00 after arrival of all household goods and personal effects at the pilot's new residence.

2. Limitations

The following limitations apply to the reimbursement of expenses incurred in connection with an eligible move:

- a. Reimbursable expenses for the transportation of a pilot's household goods and personal effects under **Section 6 B. 1. a.** will not:
  - 1) exceed the expense of moving from the former base to the new base plus up to one month of storage expense.
  - 2) include the cost of moving planes, motor homes, campers, boats, golf carts, jet skis, trailers, garden tractors and accessories, model trains, doll houses, children's playhouses, hot tubs, whirlpool baths, pools and associated equipment, foods, plants, flowers, dry flower arrangements, large artificial plants or trees that require crating to transport, perishable items, pet kennels, fencing, fish, aquariums over 20 gallons, paint, beer, wine, liquor, flammable articles, explosive articles, dangerous goods, property liable to damage other property, art works, furs, sculptures, paintings, passports, money, notes, securities, bullion, precious stones, jewelry, stamps or coins, salesman's samples, merchandise for sale or exhibit, wood burning stoves,



## Section 6 - Relocation

1 stove pipes, firewood, building materials, decorative rock, farm tractors,  
2 farm equipment, grain, storage buildings, excess tools or shop equipment,  
3 cement yard furnishings or other items too large or heavy to be handled  
4 safely by the movers, firearms, ammunition.

5 3) include the cost of moving more than two, in any combination, of the  
6 following:

- 7 a) motorcycles.
- 8 b) motor bikes.
- 9 c) snowmobiles.
- 10 d) all-terrain vehicles.

11 b. An eligible pilot will not be reimbursed for expenses that are:

12 1) incurred:

- 13 a) prior to the awarding of the VD or MD that created their eligibility for  
14 relocation benefits or the issuance of a recall from furlough letter, or
- 15 b) while the pilot is on medical leave, personal leave, military leave, disciplinary  
16 suspension, furlough or receiving benefits under the D&S Plan,

17 or

18 2) submitted to Relocation Services more than 60 days from the date the expense  
19 was incurred.

20 c. If both the pilot and spouse are eligible pilots, relocation benefits will be reimbursed  
21 for the family as a unit, unless the pilot and spouse are maintaining separate  
22 permanent residences.

23 d. A pilot who has not signed and submitted a Standard Repayment Agreement will not  
24 receive relocation benefits (including the Company-arranged movement of household  
25 goods or vehicles).

### 26 C. Forfeiture

27 1. A pilot will forfeit their existing eligibility for relocation benefits if he:

28 a. does not relocate their permanent residence within 36 months (excluding time from  
29 date of furlough to the earlier of their date of recall or date of recall bypass) of the  
30 conversion pursuant to the award or recall that entitled them to such relocation  
31 benefits, or

32 b. prior to relocating he:

- 33 1) is awarded a position at their former base,
- 34 2) becomes eligible for relocation benefits again under **Section 6 A. 2.**, or
- 35 3) retires, dies or is terminated.

36 2. A pilot will repay the Company for relocation benefits paid if:

37 a. their relocation was the result of a conversion into a position at a new or reestablished  
38 base and he:

- 39 1) converts into a position at another base as the result of a VD within 24 months of  
40 their conversion to a position at such new or reestablished base, or
- 41 2) does not actually complete an eligible move within the 36 month period specified  
42 in **Section 6 C. 1. a.**,

43 b. they elect to move prior to their projected date of conversion and such conversion  
44 does not occur, or  
45  
46

## Section 6 - Relocation

- c. they do not actually complete an eligible move within the 36 month period specified in **Section 6 C. 1. a.**

### D. Travel Time

1. An eligible pilot will:
  - a. be released from duty for up to seven days based on the lesser of:
    - 1) one day for each 400 miles or portion thereof between their old residence and their new residence, or
    - 2) one day for each 400 miles or portion thereof between their old base and their new base.
  - b. receive pay/no credit at a pro rata portion of the ALV for each day off as provided in **Section 6 D. 1. a.**
2. In order to be released for relocation, a pilot must make their request to Crew Scheduling at least 15 days prior to the first desired day of travel time.

### E. General

1. Upon completion of their OE, a probationary pilot will be permitted to ship to their first base up to 1000 pounds of boxed household goods and personal effects via COMAT in accordance with standard Company COMAT shipping regulations.
2. An eligible pilot will contact Relocation Services to be provided the required forms to complete. Contact information for Relocation Services is available on DeltaNet or by contacting Pilot Assist.
3. Reimbursement will be added to a subsequent paycheck following approval by Relocation Services and processing through Accounts Payable.

1 SECTION 7

2  
3 VACATIONS

4  
5 A. Definitions

- 6  
7 1. "Accrued vacation" means the vacation time (i.e., the number of weeks or days) a pilot is  
8 accumulating in a vacation year for use in the next vacation year. The accrual rate for  
9 such vacation is determined by the number of years of continuous employment the pilot  
10 completed before April 1<sup>st</sup> of the vacation year.  
11 Example: Assume that on October 1<sup>st</sup>, (i.e., at the completion of 50% of the vacation  
12 year) a pilot has not been on leave or furlough in excess of 30 days since the beginning of  
13 the vacation year. Such pilot will have accrued 50% of the vacation time to which the  
14 pilot will be entitled on the next April 1<sup>st</sup>.  
15 2. "Earned vacation" means the vacation time (i.e., the number of weeks or days) a pilot is  
16 entitled to use in a vacation year.  
17 3. "Free of duty," for purposes of **Section 7** and **Section 23**, means a period of time in  
18 which a pilot has no obligation to the Company and in which the Company will not  
19 require a pilot to perform any duties, including but not limited to an IA, training, reroute,  
20 reserve assignment.  
21 4. "Pro rata portion of the reserve guarantee" means the reserve guarantee for a position  
22 divided by the number of days in a bid period.  
23 5. "Purchased vacation" means the vacation days that a pilot receives as a result of a full  
24 service bank transaction.  
25 6. "Supplemental vacation" means the vacation days that a pilot receives (for use in the  
26 current or following vacation year) under **Section 23 S. 16**.  
27 7. "Vacation bank hours" means the hours in a pilot's vacation bank. Such vacation bank  
28 hours will be equal to:  
29 a. 4:00 for each day of a pilot's earned vacation, together with purchased and  
30 supplemental vacation for use in the current vacation year for the 2023-2024 vacation  
31 year.  
32 b. 4:15 for each day of a pilot's earned vacation, together with purchased and  
33 supplemental vacation for use in the current vacation year, effective April 1, 2024.  
34 c. 4:35 for each day of a pilot's earned vacation, together with purchased and  
35 supplemental vacation for use in the current vacation year, effective April 1, 2025  
36 8. "Vacation period" means a portion(s) of the combination of a pilot's earned, purchased  
37 and supplemental vacation that is designated by the pilot as:  
38 a. primary,  
39 b. secondary,  
40 c. tertiary,  
41 d. quaternary, or  
42 e. quinary.  
43 9. "Vacation year" means the period that begins on April 1<sup>st</sup> each year and ends on the  
44 following March 31<sup>st</sup>.  
45

## Section 7 - Vacations

### B. Earned Vacation and Vacation Bank Hours

1. Each vacation year, a pilot who has been employed by the Company for:
  - a. more than one year will be entitled to earned vacation and vacation bank hours as follows:
    - 1) For the 2023-2024 vacation year

Years of Continuous Employment Completed before April 1 <sup>st</sup> of Vacation Year	Earned Vacation	Vacation Bank Hours
1 – 4	2 weeks	56:00
5 – 10	3 weeks	84:00
11 – 15	4 weeks	112:00
16 or more	5 weeks	140:00

#### 2) Effective April 1, 2024

Years of Continuous Employment Completed before April 1 <sup>st</sup> of Vacation Year	Earned Vacation	Vacation Bank Hours
1 – 4	2 weeks	59:30
5 – 10	3 weeks	89:15
11 – 15	4 weeks	119:00
16 or more	5 weeks	148:45

#### 3) Effective April 1, 2025

Years of Continuous Employment Completed before April 1 <sup>st</sup> of Vacation Year	Earned Vacation	Vacation Bank Hours
1 – 4	2 weeks	64:10
5 – 10	3 weeks	96:15
11 – 15	4 weeks	128:20
16 or more	5 weeks	160:25

## Section 7 - Vacations

- b. less than one year prior to April 1<sup>st</sup> of the vacation year will be entitled to earned vacation and vacation bank hours as follows:

1) For the 2023-2024 vacation year

Date of Employment From:	Earned Vacation	Vacation Bank Hours
March 16 <sup>th</sup> to March 31 <sup>st</sup>	None	None
February 16 <sup>th</sup> to March 15 <sup>th</sup>	1 day	4:00
January 16 <sup>th</sup> to February 15 <sup>th</sup>	2 days	8:00
December 16 <sup>th</sup> to January 15 <sup>th</sup>	3 days	12:00
November 16 <sup>th</sup> to December 15 <sup>th</sup>	5 days	20:00
October 16 <sup>th</sup> to November 15 <sup>th</sup>	6 days	24:00
September 16 <sup>th</sup> to October 15 <sup>th</sup>	7 days	28:00
August 16 <sup>th</sup> to September 15 <sup>th</sup>	8 days	32:00
July 16 <sup>th</sup> to August 15 <sup>th</sup>	9 days	36:00
June 16 <sup>th</sup> to July 15 <sup>th</sup>	11 days	44:00
May 16 <sup>th</sup> to June 15 <sup>th</sup>	12 days	48:00
April 16 <sup>th</sup> to May 15 <sup>th</sup>	13 days	52:00
April 1 <sup>st</sup> to April 15 <sup>th</sup>	14 days	56:00

2) Effective April 1, 2024

Date of Employment From:	Earned Vacation	Vacation Bank Hours
March 16 <sup>th</sup> to March 31 <sup>st</sup>	None	None
February 16 <sup>th</sup> to March 15 <sup>th</sup>	1 day	4:15
January 16 <sup>th</sup> to February 15 <sup>th</sup>	2 days	8:30
December 16 <sup>th</sup> to January 15 <sup>th</sup>	3 days	12:45
November 16 <sup>th</sup> to December 15 <sup>th</sup>	5 days	21:15
October 16 <sup>th</sup> to November 15 <sup>th</sup>	6 days	25:30
September 16 <sup>th</sup> to October 15 <sup>th</sup>	7 days	29:45
August 16 <sup>th</sup> to September 15 <sup>th</sup>	8 days	34:00
July 16 <sup>th</sup> to August 15 <sup>th</sup>	9 days	38:15
June 16 <sup>th</sup> to July 15 <sup>th</sup>	11 days	46:45
May 16 <sup>th</sup> to June 15 <sup>th</sup>	12 days	51:00
April 16 <sup>th</sup> to May 15 <sup>th</sup>	13 days	55:15
April 1 <sup>st</sup> to April 15 <sup>th</sup>	14 days	59:30

## Section 7 - Vacations

### 3) Effective April 1, 2025

Date of Employment From:	Earned Vacation	Vacation Bank Hours
March 16 <sup>th</sup> to March 31 <sup>st</sup>	None	None
February 16 <sup>th</sup> to March 15 <sup>th</sup>	1 day	4:35
January 16 <sup>th</sup> to February 15 <sup>th</sup>	2 days	9:10
December 16 <sup>th</sup> to January 15 <sup>th</sup>	3 days	13:45
November 16 <sup>th</sup> to December 15 <sup>th</sup>	5 days	22:55
October 16 <sup>th</sup> to November 15 <sup>th</sup>	6 days	27:30
September 16 <sup>th</sup> to October 15 <sup>th</sup>	7 days	32:05
August 16 <sup>th</sup> to September 15 <sup>th</sup>	8 days	36:40
July 16 <sup>th</sup> to August 15 <sup>th</sup>	9 days	41:15
June 16 <sup>th</sup> to July 15 <sup>th</sup>	11 days	50:25
May 16 <sup>th</sup> to June 15 <sup>th</sup>	12 days	55:00
April 16 <sup>th</sup> to May 15 <sup>th</sup>	13 days	59:35
April 1 <sup>st</sup> to April 15 <sup>th</sup>	14 days	64:10

Exception: A pilot who returns to active payroll status following a medical leave of absence (**Section 13 B.**) will not be eligible to accrue vacation bank hours until completion of all training required to return to flight duty, including OE.

2. If the Company increases the earned vacation of its domestic ground personnel over the earned vacation for pilots in **Section 7 B. 1. a.**, such provision will be amended so that the earned vacation of pilots is no less than the earned vacation of domestic ground personnel.

3. A pilot's accrued vacation will be proportionately reduced for the time of a leave of absence other than known personal leave (**Section 13**), FAA leave (**Section 13**), or furlough (**Section 21**) in excess of 30 aggregate days.

Exception: A pilot's accrued vacation will be proportionately reduced for the time of a military leave of absence (**Section 13 D.**) in excess of 30 consecutive days.

4. Upon request, a pilot will receive forty-eight (48) hours free of duty prior to the pilot's primary vacation period. Such request will be made via DBMS during the pilot's primary vacation bid.

#### C. Vacation Period Selection

1. A pilot may split their vacation into as many as five vacation periods provided:
  - a. the pilot has at least 14 days of earned vacation,
  - b. there are vacation weeks available for bid, and
  - c. each vacation period is at least seven days long.
2. Available vacation periods will be posted, made available for bidding in DBMS, and awarded as follows:

## Section 7 - Vacations

Period	Posting Deadline	Bid Closing	Bids Awarded
Primary	January 1 <sup>st</sup>	January 8 <sup>th</sup>	January 12 <sup>th</sup>
Secondary	January 12 <sup>th</sup>	January 19 <sup>th</sup>	January 23 <sup>rd</sup>
Tertiary	January 23 <sup>rd</sup>	January 30 <sup>th</sup>	February 3 <sup>rd</sup>
Quaternary	February 3 <sup>rd</sup>	February 10 <sup>th</sup>	February 14 <sup>th</sup>
Quinary	February 14 <sup>th</sup>	February 21 <sup>st</sup>	February 25 <sup>th</sup>

3. A pilot will bid their vacation based on the category the pilot:
    - a. holds on January 31<sup>st</sup>, or
    - b. is scheduled to be converted to, on or before January 31<sup>st</sup>.
  4. Pilots will be awarded vacation periods in seniority order in each category.
  5. The Company will assign a vacation period(s) to a pilot who is not awarded a vacation period(s) through the vacation bidding process.
  6. Every week of a vacation year will begin on Sunday, commencing with the first Sunday of the vacation year.
  7. Vacation Distribution
    - a. Every week of a vacation year will be available for at least 1.3 percent of the total number of vacation periods to be awarded in a category (reduced to the closest integer, but no lower than one).

Exception: Every week during the June, July and August bid periods will be available for at least 1.25 percent of the total number of vacation periods to be awarded in a category (reduced to the closest integer, but no lower than one).
    - b. In addition to the minimum weekly vacation distribution under **Section 7 C. 7. a. Exception**, the June, July and August bid periods will each have a minimum of 5.5% of the total number of vacation periods to be awarded in a category, and those three bid periods combined will have a cumulative minimum of 18% of such vacation periods.
- Note one: The first day of the vacation period will determine, for purposes of vacation distribution, in which bid period the vacation is included.
- Note two: The total number of vacation periods to be made available for bid in a category during a vacation year will be increased by **Section 7 C. 9. a. Exception, Note**.
8. A pilot who converts into another category may retain their previously awarded unused vacation period(s).
  9. A pilot who is awarded an AE or VD that requires qualification training that conflicts with a scheduled vacation period will be notified by the Company of such conflict. The pilot will have ten days from the Company's notification of such conflict to make a choice from among the following options:
    - a. re-bid the vacation period through the vacation move-up process,

Exception: If there are no available vacation periods for re-bid, the pilot may select a vacation period in the following vacation year after the vacation period selection process under **Section 7 C**.

Note: In the following vacation year, the available vacation periods for bid will be increased by the total number of vacation periods resulting from this **Exception**.

or
    - b. retain such vacation period as follows:



## Section 7 - Vacations

- 1) The vacation retention requests of pilots awarded the same position with same award date, who entered such requests as part of their standing bids for such AE or VD, will be granted in seniority order to the extent that the Company is able to assign another pilot(s) to the available training period(s) by a date certain, which is seven days prior to the award of lines for the bid period in which the training is scheduled to commence.

- 2) The vacation retention requests of pilots that are made after such award date, may, at the discretion of the Company, be granted.

Note: In either case, if such request is granted, the pilot will not receive pay protection if they are converted out of seniority order (see **Section 22 E. 9. Exception c. 1)** delay of training at pilot request).

or

- c. receive pay under **Section 7 G. 3. b.** in lieu of such vacation period not taken. The pilot's earned vacation will be reduced by the number of days in such vacation period.

Note: If the pilot does not notify the Company of their choice under **Section 7 C. 9.**, the Company will award the pilot an available vacation period in the current vacation year. If there are no available vacation periods in the current vacation year, the pilot will receive pay in lieu of such vacation period under **Section 7 C. 9. c.**

### D. Vacation Move-Up

1. After the awarding of quinary vacations, a pilot may request, via DBMS, to change an awarded vacation period(s) to another vacation period that is determined by the Company to be available.
2. Vacation move-ups will be awarded to pilots each month (by category, in seniority order) as follows:
  - a. Vacation move-up:
    - 1) availability will be posted in DBMS on the date and time specified in **Section 23 B.**
    - 2) bidding will close on the date and time specified in **Section 23 B.**
    - 3) awards will be posted on the date specified in **Section 23 B.**
  - b. Vacation move-ups will be awarded in seniority order with the following priority:
    - 1) Pilots requesting to change a primary vacation.
    - 2) Pilots requesting to change a secondary vacation.
    - 3) Pilots requesting to change a tertiary vacation.
    - 4) Pilots requesting to change a quaternary vacation.
    - 5) Pilots requesting to change a quinary vacation.
3. A pilot will not be awarded a vacation move-up:
  - a. for a newly available vacation period that begins in the current bid period.
  - b. if their previously awarded vacation period is longer than the newly available vacation period.

Note: Purchased and/or supplemental vacation days will not be considered as part of their previously awarded vacation.
  - c. if the move-up would result in the pilot receiving more than five vacation periods in a vacation year.

## Section 7 - Vacations

- 1 Exception: A pilot may be awarded more than five vacation periods in a vacation  
2 year as a result of a move-up if the pilot's additional vacation period(s) was carried  
3 over from the previous vacation year (see **Section 7 F. 6. a.**).
- 4 4. A pilot who is awarded a vacation move-up in the subsequent bid period that conflicts  
5 with an asterisk rotation will, at their option:  
6 a. be removed from such rotation and guaranteed the scheduled value of the portion of  
7 the rotation in the current bid period, in which case the pilot will have a recovery  
8 obligation under **Section 23 K.** for such portion,  
9 b. be removed from such rotation with no rotation guarantee and no recovery obligation,  
10 or  
11 c. with the concurrence of Crew Resources, retain such rotation and postpone the start  
12 date of their vacation to the day after release of such conflicting rotation.
- 13 Exception: A pilot who does not inform Crew Scheduling of their option prior to the  
14 close of line bidding for the bid period in which their new vacation period begins will be  
15 removed from such rotation under **Section 7 D. 4. a.**

### 17 E. Adjustments and Postponements

- 18
- 19 1. The starting date of an awarded vacation period may be adjusted upon mutual agreement  
20 between the pilot and the Company.
- 21 2. An awarded vacation may not be postponed unless such postponement is:  
22 a. due to unusual circumstances or Company requirements, or  
23 b. by mutual agreement between the pilot and the Company.
- 24 3. A postponed vacation period will be considered vacated and the affected pilot will be  
25 assigned an available vacation period.
- 26 Note: Such pilot may re-bid through the move-up process.
- 27 4. Purchased and supplemental vacation days will be placed, at pilot option, at the  
28 beginning or end of a vacation period for the subsequent vacation year.
- 29 Exception one: The Company may limit the number of purchased vacation days in a  
30 position in the April and/or May bid period(s) such that the total number of vacation  
31 hours in such position for such bid period will not cause the Company to be out of  
32 compliance with the staffing requirements under **Section 22 C.**
- 33 Exception two: A vacation period may only be expanded by a block of seven  
34 consecutive purchased or supplemental vacation days in:  
35 a. the December bid period, or  
36 b. the first ten days of January.
- 37 Note: Such expansion will constitute the bidding and awarding of a posted vacation  
38 week.
- 39 5. Upon mutual agreement between the pilot and the Company, a pilot may purchase  
40 vacation days (see **Section 12 N. 4. c.**) to be placed at the beginning or end of a vacation  
41 period for the current vacation year.
- 42 6. Supplemental days for the current vacation year may be placed at the beginning or end of  
43 a vacation period, by mutual agreement between the pilot and the Company.
- 44 7. A pilot may slide their vacation period subject to the following:  
45 a. the vacation period remains entirely within the same bid period; and

## Section 7 - Vacations

- b. any moved days of vacation after the slide would not be coverage days (i.e., current PBS option).  
Exception: In any bid period in which reserve pilots are entitled to receive an additional X-day under **Section 12 M. 2. Note**, a pilot will be permitted to slide their primary vacation period up to three calendar days, regardless of coverage. Such slide will not contain vacation days that commence two days before and end one day after New Year's Day, Fourth of July, Thanksgiving Day, and Christmas day, unless not impacted by coverage.

### F. Cancellation of Vacation

1. The Company will:
  - a. not cancel an awarded vacation unless due to operational necessity, and
  - b. make:
    - 1) every effort to avoid canceling an awarded vacation, and
    - 2) every reasonable effort to recall a furloughed pilot in order to avoid cancellation of an awarded vacation.

Note: In a bid period in which there is a furloughed pilot who has not been offered recall, the Company will not cancel more than 50% of the awarded vacation weeks in a category.
2. A pilot will receive at least 30 days advance notice of the cancellation of an awarded vacation period.  
Exception: A pilot may receive less than 30 days advance notice in the event of an emergency that precludes such notice. The Company will notify such pilot promptly and forward to them a letter of confirmation at the earliest possible date.
3. The Company:
  - a. may reinstate a cancelled vacation with 30 days advance written notice.
  - b. will not reinstate a previously canceled vacation period with less than 30 days' notice without the pilot's consent.
4. A pilot whose vacation is canceled may:
  - a. not displace another pilot from an awarded vacation period.
  - b. be awarded a new vacation through the vacation move-up process.
5. If subsequent to the award of vacation periods, the number of vacation periods in a category must be reduced:
  - a. the pilots in the affected category(ies) will be afforded the option, in order of seniority, to voluntarily cancel their awarded vacation period(s).
  - b. the remaining cancellation of vacation periods will be conducted (if necessary) in inverse seniority order.
6. A pilot who is unable to take an awarded vacation during the current vacation year due to the needs of the Company may, at pilot option:
  - a. carry the vacation time over into the succeeding vacation year, or
  - b. accept pay, under **Section 7 G. 3. b.**, in lieu of such vacation not taken.
7. A pilot who, during the last two bid periods of a vacation year, returns from an extended absence may:
  - a. take any unused earned vacation in an available vacation period(s) in the current vacation year, and/or

## Section 7 - Vacations

- b. accept pay, under **Section 7 G. 3. b.**, in lieu of such vacation not taken.
8. A pilot who flies into their vacation period due to a reroute or late operations may, at their option, place the lost vacation day(s) at the end of the affected vacation period (without a reduction from their vacation bank hours for any rotation removed to accommodate such placement of lost vacation days), or add the lost vacation day(s) to the beginning or end of a subsequent vacation period.
9. A pilot who is rerouted into a scheduled vacation period, or whose vacation is cancelled, will be reimbursed for nonrefundable deposits and fees (e.g., accommodations, transportation, guides, instructors, rental vehicles or equipment) up to a maximum of \$1,500, provided the pilot makes every reasonable effort to obtain a refund and submits proof satisfactory to their Chief Pilot that refund of such deposit/fee is not possible.
10. The Company may proffer to liquidate a vacation period(s) in a category following notification to the MEC Scheduling Committee Chairman. This proffer may be made no earlier than sixty days prior to the affected bid period.

### G. Vacation Pay

1. To the extent of their available vacation bank hours, a regular pilot will be paid:
  - a. 4:00 for each day of their vacation of the 2023-2024 vacation year.
  - b. 4:15 for each day of their vacation, effective April 1, 2024.
  - c. 4:35 for each day of their vacation, effective April 1, 2025.
2. To the extent of their available vacation bank hours, a reserve pilot will be paid:
  - a. 4:00 for each day of their vacation of the 2023-2024 vacation year.
  - b. 4:15 for each day of their vacation, effective April 1, 2024.
  - c. 4:35 for each day of their vacation, effective April 1, 2025.

Note: Such pilot's reserve guarantee will be reduced by a pro rata portion of the reserve guarantee for each day of the pilot's vacation.
3. A pilot will:
  - a. not receive pay for a vacation day(s) in excess of their vacation bank hours.
  - b. receive pay for the balance of their vacation bank hours on each March 31<sup>st</sup>, at the composite hourly rate for the category held by the pilot in such March bid period.
  - c. receive pay for the value of the hours remaining in their vacation bank and any accrued vacation at the rate of the category for the last bid period in which the pilot performed service as a pilot if such pilot:
    - 1) has commenced medical leave of absence and makes a request for such pay.
    - 2) dies.
  - d. receive pay for the value of the hours remaining in their vacation bank (but will be ineligible for any accrued vacation) at the rate of the category for the last bid period in which the pilot performed service as a pilot if such pilot voluntarily resigns with notice.
4. The value of the hours remaining in a pilot's vacation bank upon retirement and any accrued vacation, calculated at the rate of the category for the last bid period in which the pilot performed service as a pilot, along with Company contributions under **Section 26 C. 2.** with respect to such earnings, will be contributed to the pilot's Delta 401(k) Retirement Plan for Pilots account as a Company contribution or, if necessary, will be paid to the pilot as an excess payment as described in **Section 26 M. 1. and 2.**

## Section 7 - Vacations

### H. Vacation Swap Board

A pilot may swap vacations with another pilot in the same category. A pilot must submit their request to swap a vacation via email to [pilotvacation.dal@delta.com](mailto:pilotvacation.dal@delta.com). The request must include the pilot's name, employee number, vacation period the pilot is swapping, the name and employee number of the other pilot with whom that pilot is swapping, and the dates of the vacation period of the other pilot with whom that pilot is swapping. Additionally, the following conditions apply:

1. A pilot wishing to swap their vacation will be responsible for seeking out another pilot with whom to swap. Crew Resources will not maintain a list of pilots who wish to swap vacations.
2. The two pilots involved in the swap must be projected to hold the same category in the bid periods of both vacations to be swapped.
3. A vacation swap request must be submitted no later than 0800E on the 1<sup>st</sup> day of the bid period prior to the earliest bid period affected by the swap.

#### Example:

Pilot A holds a vacation in June.

Pilot B holds a vacation in August.

The deadline for submitting a request to swap the two vacations is May 1 @ 0800E.

4. A vacation swap will be processed either manually or automatically by Crew Resources.
5. A vacation period must be swapped in its entirety, including any purchased or supplemental vacation days that have been placed at the beginning or the end of the period. A pilot may not split a vacation period.
6. The number of days of the vacation periods to be swapped (including any purchased or supplemental vacation days) must be identical.
7. A pilot may not swap into a vacation that conflicts with a scheduled rotation on their line.
8. A pilot who holds an MD and who has swapped their vacation may be scheduled for qualification training pursuant to their MD that conflicts with their new vacation. In such case, the pilot may rebid such vacation period, provided the pilot notifies Crew Resources within ten days of the date of issuance to them of notice of such conflict. Otherwise, the pilot's earned vacation will be reduced by the number of days in such vacation period and the pilot will receive pay, under **Section 7 G. 3. b.**, in lieu of such vacation period not taken.

### I. Individual Vacation Days (IVDs)

1. Subject to **Section 23 I. 11.**, a pilot may use IVDs each vacation year on no more than two separate occasions as follows:
  - a. for pilots with fewer than three weeks of earned vacation, not to exceed a total of four IVDs.
  - b. for pilots with three or more weeks of earned vacation, not to exceed a total of six IVDs.

## Section 7 - Vacations

- 1           Note: A pilot may be eligible for up to two additional IVDs and up to two additional
- 2           separate occasions each vacation year under ***Section 14 K.***
- 3       2. An IVD(s) must be the first and/or last day(s) of an awarded vacation period.
- 4       3. Regardless of the value of the rotation(s) or reserve on call day(s) dropped pursuant to an
- 5           IVD award, a pilot will be paid the value of a vacation day for each IVD awarded.

1 SECTION 8

2  
3 DEADHEADING

4  
5 A. Definitions

- 6  
7 1. “Applicable rate” means, for the purposes of **Section 8**, the composite hourly rate plus  
8 international pay, if applicable, for the position held by the pilot at the time of the  
9 deadhead.

10 Exception one: If a pilot holds a position with more than one rate when deadheading by  
11 air transportation to a flight segment(s), the applicable rate will be the rate for the aircraft  
12 model used on the first non-deadhead segment after the deadhead on which the pilot  
13 performed, or was scheduled to perform, duty as a crew member.

14 Exception two: If a pilot holds a position with more than one rate when deadheading by  
15 air transportation on the last flight segment(s) of their rotation, the applicable rate will be  
16 the rate for the aircraft model used on the last non-deadhead segment before the deadhead  
17 on which the pilot performed, or was scheduled to perform, duty as a crew member.

- 18 2. “Deadhead” means the surface or air transportation of a pilot between airports at the  
19 instruction of the Company.

20 Exception one: Surface transportation to or from an airport for the sole purpose of  
21 lodging is not a deadhead.

22 Exception two: Travel to and from training is not a deadhead.

- 23 3. “Military Airlift Charter” (MAC) means all flight operations conducted as a charter under  
24 an agreement between the Company and the Department of Defense or any branch of the  
25 United States Armed Services, except for Civil Reserve Air Fleet operations. A rotation  
26 that includes MAC operations will be identified with a distinct designator for PBS/PCS  
27 and cannot be awarded to a pilot who has not completed their OE.

- 28 4. “Off-line deadhead” means travel on a Delta Connection Carrier in category C operations  
29 (i.e., pursuant to a prorate agreement) or any carrier other than Delta Air Lines, Inc.

- 30 5. “Off-rotation deadhead” means travel initiated by a pilot, at the beginning or end of a  
31 rotation, by means other than the scheduled deadhead segment.

- 32 6. “On-line transportation” means travel on Delta Air Lines, Inc. and Delta Connection  
33 Carriers in category A operations (i.e., not a prorate agreement).

34  
35 B. Pay and Credit

- 36  
37 1. A pilot who deadheads by air transportation on a flight segment(s) designated by the  
38 Company will receive pay and credit at the applicable rate for the flight time of the  
39 deadhead segment(s).

- 40 2. A pilot who utilizes an off-rotation deadhead will receive pay and credit at the applicable  
41 rate for the scheduled time of the scheduled deadhead segment(s).

## Section 8 - Deadheading

3. A pilot who deadheads between the airports listed below by surface transportation (in either direction) will be paid as follows:
  - a. Effective on March 2, 2023,

Airport Pairings	Travel Time	Pay	Airport Pairings	Travel Time	Pay
FLL-MIA	0:45	\$28.76	DAL-DFW	0:25	\$15.98
HOU-IAH	0:45	\$28.76	MDW-ORD	1:10	\$44.74
EWR-JFK	1:20	\$51.13	EWR-LGA	1:20	\$51.13
LGA-JFK	0:45	\$28.76	LAX-BUR	1:15	\$47.94
LAX-ONT	1:30	\$57.53	LAX-SNA	1:30	\$57.53
LAX-LGB	1:00	\$38.35	SFO-OAK	1:00	\$38.35
SFO-SJC	1:00	\$38.35	BUR-ONT	2:00	\$76.70
BUR-SNA	2:00	\$76.70	BUR-LGB	1:30	\$57.53
ONT-SNA	1:15	\$47.94	ONT-LGB	2:00	\$76.70
OAK-SJC	1:30	\$57.53	DCA-IAD	0:45	\$28.76
SEA-BFI	0:30	\$19.18	LGW-LHR	2:00	\$76.70
KIX-ITM	1:15	\$47.94			

- b. Effective on January 1, 2024

Airport Pairings	Travel Time	Pay	Airport Pairings	Travel Time	Pay
FLL-MIA	0:45	\$30.20	DAL-DFW	0:25	\$16.78
HOU-IAH	0:45	\$30.20	MDW-ORD	1:10	\$46.98
EWR-JFK	1:20	\$53.69	EWR-LGA	1:20	\$53.69
LGA-JFK	0:45	\$30.20	LAX-BUR	1:15	\$50.34
LAX-ONT	1:30	\$60.41	LAX-SNA	1:30	\$60.41
LAX-LGB	1:00	\$40.27	SFO-OAK	1:00	\$40.27
SFO-SJC	1:00	\$40.27	BUR-ONT	2:00	\$80.54
BUR-SNA	2:00	\$80.54	BUR-LGB	1:30	\$60.41
ONT-SNA	1:15	\$50.34	ONT-LGB	2:00	\$80.54
OAK-SJC	1:30	\$60.41	DCA-IAD	0:45	\$30.20
SEA-BFI	0:30	\$20.14	LGW-LHR	2:00	\$80.54
KIX-ITM	1:15	\$50.34			



## Section 8 - Deadheading

c. Effective on January 1, 2025

Airport Pairings	Travel Time	Pay	Airport Pairings	Travel Time	Pay
FLL-MIA	0:45	\$31.41	DAL-DFW	0:25	\$17.45
HOU-IAH	0:45	\$31.41	MDW-ORD	1:10	\$48.86
EWK-JFK	1:20	\$55.84	EWK-LGA	1:20	\$55.84
LGA-JFK	0:45	\$31.41	LAX-BUR	1:15	\$52.35
LAX-ONT	1:30	\$62.82	LAX-SNA	1:30	\$62.82
LAX-LGB	1:00	\$41.88	SFO-OAK	1:00	\$41.88
SFO-SJC	1:00	\$41.88	BUR-ONT	2:00	\$83.76
BUR-SNA	2:00	\$83.76	BUR-LGB	1:30	\$62.82
ONT-SNA	1:15	\$52.35	ONT-LGB	2:00	\$83.76
OAK-SJC	1:30	\$62.82	DCA-IAD	0:45	\$31.41
SEA-BFI	0:30	\$20.94	LGW-LHR	2:00	\$83.76
KIX-ITM	1:15	\$52.35			

d. Effective on January 1, 2026

Airport Pairings	Travel Time	Pay	Airport Pairings	Travel Time	Pay
FLL-MIA	0:45	\$32.66	DAL-DFW	0:25	\$18.15
HOU-IAH	0:45	\$32.66	MDW-ORD	1:10	\$50.81
EWK-JFK	1:20	\$58.07	EWK-LGA	1:20	\$58.07
LGA-JFK	0:45	\$32.66	LAX-BUR	1:15	\$54.44
LAX-ONT	1:30	\$65.32	LAX-SNA	1:30	\$65.32
LAX-LGB	1:00	\$43.55	SFO-OAK	1:00	\$43.55
SFO-SJC	1:00	\$43.55	BUR-ONT	2:00	\$87.10
BUR-SNA	2:00	\$87.10	BUR-LGB	1:30	\$65.32
ONT-SNA	1:15	\$54.44	ONT-LGB	2:00	\$87.10
OAK-SJC	1:30	\$65.32	DCA-IAD	0:45	\$32.66
SEA-BFI	0:30	\$21.78	LGW-LHR	2:00	\$87.10
KIX-ITM	1:15	\$54.44			

## Section 8 - Deadheading

- 1 4. A pilot who deadheads by surface transportation between airport pairings not listed in  
2 **Section 8 B. 3.** will be paid for travel time, on a minute by minute basis, calculated at  
3 25% of the second longevity step of the First Officer composite hourly rate under **Section**  
4 **3 B. 2.** for the greater of:

- 5 a. the lowest paying aircraft in service at the Company, or  
6 b. the A-220-100.

7 Exception: A pilot who deadheads by surface transportation between airports separated  
8 by more than 30 road miles either immediately before or immediately after a military  
9 charter operation (whether or not an intervening layover occurred) will be paid one hour  
10 of pay.

- 11 5. If the Company utilizes two or more airports in other areas, either the Company or the  
12 Association may initiate conferences for the purpose of establishing ground travel  
13 time(s). If a travel time is not agreed upon within 30 days of the initiation of such  
14 conferences, the issue of the travel time will be submitted to the Delta Pilots' System  
15 Board of Adjustment, sitting with a neutral arbitrator, for determination. Pending a  
16 decision of the Board, the travel time will be the American Automobile Association  
17 published travel times.

### 18 C. Effect on Duty Rigs

- 19  
20  
21 1. When a pilot deadheads by air transportation at the beginning of a duty period, their  
22 report, for calculation of rotation credit and duty period credit, will be the report under  
23 **Section 2 A. 245.**  
24 2. When a pilot deadheads by surface transportation at the beginning of a duty period, their  
25 report for calculation of rotation credit and duty period credit, will be the scheduled  
26 departure time of the surface transportation.  
27 3. When a pilot deadheads by surface transportation at the end of a rotation, their release,  
28 for calculation of rotation credit and duty period credit, will be extended by the travel  
29 times in **Section 8 B. 3.** and **5.**, regardless of the actual travel time.  
30

### 31 D. Modes of Transportation

- 32  
33 1. A pilot will not be required to deadhead on an air carrier experiencing a labor dispute  
34 (strike) by pilots.  
35 2. A pilot will not be required to deadhead on an air carrier experiencing a labor dispute  
36 (strike) by employees other than pilots, except in emergency situations. This does not  
37 preclude such deadheading as may be required to prevent disruption of the Company  
38 flight schedules.  
39 3. A pilot who is scheduled to deadhead at the end of a rotation will be booked on the  
40 flight(s) scheduled to return the pilot to their base as soon as possible.  
41 Note one: For the purpose of scheduling a pilot's deadhead that returns the pilot to their  
42 co-terminal base as soon as possible under **Section 8 D. 3.**, the travel time listed in the  
43 table below will be added to the scheduled arrival time at co-terminal airports other than  
44 the rotation's airport of origin.  
45

Airport	Travel	Airport	Travel
---------	--------	---------	--------

## Section 8 - Deadheading

Pairings	Time	Pairings	Time
EWR-JFK	2:40	EWR-LGA	2:40
LGA-JFK	1 :30	LAX-BUR	2 :30
LAX-ONT	3 :00	LAX-SNA	3 :00
LAX-LGB	2 :00	BUR-ONT	4 :00
BUR-SNA	4:00	BUR-LGB	3:00
ONT-SNA	2 :30	ONT-LGB	4 :00

Note two: The table above will be updated by mutual agreement between the MEC Scheduling Committee Chairman and the Director – Crew Resources and Scheduling to include any additional co-terminal pilot base prior to scheduling rotations to such base. Exception: A pilot will be provided a scheduled break in duty prior to their deadhead when:

- a. the pilot is scheduled to deadhead at the end of their rotation,
  - b. the last duty period of the rotation contains a flight duty period, and
  - c. the last duty period of the rotation is, or would otherwise have been, scheduled to begin prior to or during the pilot's WOCL and release after the pilot's WOCL.
4. A pilot who is scheduled to deadhead to a layover at the end of a duty period in which they have performed flying, will be booked on the flight(s) scheduled to place the pilot at their layover as soon as possible.
  5. At the time of publication of the bid package, a deadhead flight segment that is followed by an ocean crossing flight segment within a single duty period will be scheduled to arrive at least 90 minutes prior to the scheduled departure of the ocean crossing flight segment.
  6. When a rotation containing a deadhead flight segment followed by an ocean crossing flight segment is created after publication of the bid package, the Company will schedule the deadhead flight segment to arrive at least 90 minutes prior to the scheduled departure of the ocean crossing flight segment in the same duty period.

Exception one: If the deadhead flight segment cannot be scheduled to arrive at least 90 minutes prior to the scheduled departure of the ocean crossing flight segment, then the Company will schedule a break in duty, if possible, prior to the report for the ocean crossing flight segment.

Exception two: If the Company cannot schedule the break in duty in **Section 8 D. 6. Exception one**, then the deadhead flight segment may be scheduled to arrive less than 90 minutes prior to the scheduled departure of the ocean crossing flight segment in the same duty period, subject to the following:

- a. If the ocean crossing flight segment is scheduled to utilize a relief pilot or relief crew, the Captain will be provided the option of having the scheduled departure of the ocean crossing flight segment delayed to no earlier than 90 minutes after the scheduled arrival of the deadhead flight segment.
- b. If the ocean crossing flight segment is not scheduled to utilize a relief pilot or relief crew, the scheduled departure of the ocean crossing flight segment will be delayed to no earlier than 90 minutes after the scheduled arrival of the deadhead flight segment.

Note: The Captain will be informed of any new scheduled departure time under **Section 8 D. 6. Exception two**.

## Section 8 - Deadheading

### E. Off-Rotation Deadheads

1. A regular pilot may utilize an off-rotation deadhead at the beginning or end of a rotation.
2. A regular pilot is required to notify Crew Scheduling of an off-rotation deadhead at the beginning of a rotation within the 24 hours preceding the report of the scheduled deadhead segment.
3. A reserve pilot may utilize an off-rotation deadhead at the end of a rotation. They may utilize an off-rotation deadhead at the beginning of a rotation only with permission from Crew Scheduling.
4. A pilot who utilizes an off-rotation deadhead at the end of a rotation is required to give prior notification to Crew Scheduling. Such notice must be given as soon as possible after the arrival of the pilot's last flying segment prior to their scheduled deadhead. Such notice will be given via a voice response unit (VRU) or, at pilot option, via a call to Crew Scheduling.
5. A pilot who utilizes an off-rotation deadhead at the beginning of a rotation is required to report for duty at the departure airport of the first non-deadhead segment as follows:
  - a. one hour before the scheduled departure time of the first non-deadhead segment, or
  - b. one hour and 30 minutes before the scheduled departure time of the first non-deadhead segment if that segment includes an ocean crossing.
6. The maximum on-duty time of a pilot who utilizes an off-rotation deadhead at the beginning of their rotation will be determined using the report in **Section 8 E. 5.**, or, if the pilot is given prior notice, the adjusted time.
7. The in-base break-in-duty under **Section 12 G.** for a pilot who utilizes an off-rotation deadhead at the end of a rotation will be determined using the scheduled release of such rotation.
8. A pilot who utilizes an off-rotation deadhead to travel from the pilot's base, or from a domestic airport or an airport in the Hawaiian Islands (other than their base), in the vicinity of the pilot's permanent residence at the beginning of a rotation will be provided positive space on-line transportation if:
  - a. Travel can be booked without overbooking,
  - b. the routing does not pass through the pilot's base,
  - c. the routing does not exceed the number of deadhead segments originally scheduled,
  - d. the routing is scheduled to arrive at a reasonable time before their required report under **Section 8 E. 5.**, and
  - e. the routing provides for a subsequent flight that is scheduled to arrive at a reasonable time before their required report under **Section 8 E. 5.** if the pilot's originally scheduled routing provided for such a subsequent flight.

Note one: A pilot who utilizes an off-rotation deadhead under **Section 8 E. 8.** may attempt their booking at any time within 14 days of the report of their rotation.

Note two: A pilot who utilizes an off-rotation deadhead at the beginning of a rotation that does not satisfy the requirements of **Section 8 E. 8.** will be responsible for their transportation.

Note three: A pilot who is provided a positive space reservation for an off-rotation deadhead under **Section 8 E. 8.** will make every effort to cancel such reservation in TravelNet if the pilot no longer requires or intends to use the reservation.

## Section 8 - Deadheading

- 1       9. A pilot who utilizes an off-rotation deadhead at the end of a rotation to travel to:
  - 2           a. the pilot's base prior to their scheduled deadhead will be provided positive space on-
  - 3           line transportation if sales are authorized at the time of their attempted booking.
  - 4           b. a domestic airport or an airport in the Hawaiian Islands (other than their base) in the
  - 5           vicinity of the pilot's permanent residence will be provided positive space on-line
  - 6           transportation if:
    - 7               1) sales are authorized at the time of the attempted booking,
    - 8               2) the routing does not pass through the pilot's base,
    - 9               3) the routing does not exceed the number of deadhead segments scheduled, and
    - 10              4) the flight segment(s) departs:
      - 11                  a) prior to the originally scheduled deadhead, or
      - 12                  b) on the same day as the originally scheduled deadhead.

13       Note one: A pilot deadheading under **Section 8 E. 9.** may attempt their booking at any  
14       time after the report of their rotation.

15       Note two: A pilot who utilizes an off-rotation deadhead at the end of a rotation that does  
16       not satisfy the requirements of **Section 8 E. 9.** will be responsible for their transportation.

17       Note three: A pilot who is provided a positive space reservation for an off-rotation  
18       deadhead under **Section 8 E. 9.** will make every effort to cancel such reservation in  
19       TravelNet if the pilot no longer requires or intends to use the reservation.

- 20       10. Effect on per diem
  - 21           a. When a pilot utilizes an off-rotation deadhead at the beginning of a rotation, the
  - 22           pilot's time away from base begins at their scheduled report under **Section 2 A. 245.**
  - 23           b. When a pilot utilizes an off-rotation deadhead at the end of a rotation, the pilot's time
  - 24           away from base will remain unchanged from the originally scheduled rotation.
- 25       11. A pilot who utilizes an off-rotation deadhead will be provided lodging as shown on their  
26       rotation.
- 27       12. Upon the pilot's request and provided sales are authorized at the time of attempted  
28       booking, a pilot awarded a MAC rotation will be provided positive space on-line  
29       transportation (including DCI) between a domestic airport in the vicinity of the pilot's  
30       permanent residence and:
  - 31           a. the location (other than their base and subject to maximum scheduled duty time
  - 32           limits) where the pilot joins their rotation, and/or
  - 33           b. the location from where the pilot is scheduled to deadhead back to their base.

### 34       13. International Off-Rotation Deadheads

35       A pilot who utilizes an off-rotation deadhead on a flight segment under **Section 8 F. 1.** at  
36       the:

- 37       a. beginning of a rotation will be provided positive space on-line transportation under  
38       **Section 8 E. 8.** Such pilot will be provided Delta One accommodations (or first class  
39       if the aircraft is not configured with Delta One), provided the pilot was originally  
40       scheduled to deadhead on a flight segment under **Section 8 F. 1.**, if travel can be  
41       booked without overbooking at the time of their attempted booking.
- 42       b. end of a rotation will be provided positive space on-line transportation under **Section**  
43       **8 E. 9.** Such pilot will be provided Delta One accommodations (or first class if the  
44       aircraft is not configured with Delta One), provided the pilot was originally scheduled  
45       to deadhead on a flight segment under **Section 8 F. 1.**, if sales are authorized at the  
46       time of their attempted booking.

## Section 8 - Deadheading

### F. Deadhead Seating

1. A pilot who deadheads on any of the following flights, as scheduled or rerouted, will be provided:

- a. Delta One accommodations:

- 1) an ocean crossing flight segment.
- 2) a flight segment to or from NRT or HND that is scheduled for more than five hours and fifteen minutes, block-to-block.

Note: If the aircraft is not configured with Delta One, such pilot will be provided first class accommodations.

- b. the highest class of service on board the aircraft, if available at the time of booking:

- 1) a three hour or greater flight segment preceding another flight segment in the same duty period that the pilot is scheduled to operate.
- 2) a redeye flight segment.

Note: If the highest class of service is not available at the time of booking, initial seat assignment priority will be according to **Section 8 F. 1. c.**

- c. On all deadhead flight segments other than under **Section 8 F. 1. a.** or **b.**, the seat assignment will follow the priority below, based on availability at time of booking:

- 1) second highest class on board the aircraft aisle seat.
- 2) second highest class on board the aircraft window seat.
- 3) third highest class on board the aircraft aisle seat.
- 4) third highest class on board the aircraft window seat.
- 5) fourth highest class on board the aircraft aisle seat, if applicable.
- 6) fourth highest class on board the aircraft window seat, if applicable.
- 7) second highest class on board the aircraft middle seat.
- 8) third highest class on board the aircraft middle seat.
- 9) fourth highest class on board the aircraft middle seat, if applicable.

Note: "Available at the time of booking," for purposes of **Section 8 F.**, means that at the time a rotation containing a deadhead(s) is created, a seat on such deadhead flight segment(s) is in inventory and not sold, as shown on the Company's primary customer booking source (e.g., Delta.com).

2. The deadhead seat assignment at the time a rotation is created will remain with the deadhead flight segment and not be forfeited in the event the rotation is subsequently assigned or awarded to another pilot.
3. If a seat with a higher class of service under **Section 8 F. 1. b.** or **c.**, as applicable, becomes available at any time prior to the pilot checking in for the flight, a deadheading pilot will be automatically upgraded before any other passenger.  
Note: If there are multiple pilots deadheading on the same flight at the time an upgrade is processed, such upgrade will be awarded based on seniority date.
4. After check-in, a pilot will be placed on the priority standby list (or its functional equivalent) as applicable under **Section 8 F. 1. b.** or **c.**, and automatically upgraded to the higher class of service at a higher priority than any other passenger.  
Note: If there are multiple pilots deadheading on the same flight, upgrades will be awarded based on seniority date.

## Section 8 - Deadheading

5. A pilot will be unrestricted from selecting a seat on their deadhead flight segment(s) that is available for sale on the Company's primary customer booking source (e.g., Delta.com) consistent with **Section 8 F. 1.** until the time at which the seat map becomes locked for all other Delta passengers, and no further changes can be made via the Delta App or Delta.com.

Note one: After the seat map becomes locked, the pilot remains eligible to obtain a different seat from the gate agent before boarding.

Note two: The pilot remains eligible for a higher seating priority (upgraded seat) under **Section 8 F. 4.** until the pilot boards the aircraft.

6. Once a seat is assigned, the seat selection will not be changed, except as provided under **Section 8 F. 3., 4., or 5.,** or in the case of an equipment substitution or seat map change (i.e., same aircraft model with a different seating configuration), the pilot will be accommodated in an equivalent seat as previously selected, unless a more restrictive seating configuration does not make one available.

### G. General

1. No deadhead will be booked on the jumpseat.
2. The Company and Association will meet at the Association's request to review the selection of air carriers for pilot deadheading. The recommendations of the MEC Chairman will be given due consideration by the Company in the selection of such air carriers. An air carrier that is being rejected for safety related reasons for transportation by the United States Department of Defense will not be utilized for pilot deadheading.
3. A deadheading pilot will be permitted to board the aircraft once any passenger boarding begins.

1 SECTION 9

2  
3 MISCELLANEOUS FLYING

4  
5 A. Definitions

- 6  
7 1. “Functional check flight” (FCF) means flying that involves the planned use of abnormal  
8 or “special” checklists and/or determinations of the airworthiness of major system items  
9 or troubleshooting.  
10 2. “Verification flight” (VF) means flying that is performed to determine whether a  
11 maintenance repair action has successfully resolved the pertinent problem, provided such  
12 flying does not involve:  
13 a. the planned use of abnormal or special checklists, or  
14 b. determinations of the airworthiness of major system items or troubleshooting.  
15

16 B. Pay and Credit

- 17  
18 1. A pilot will be paid their composite hourly rate on all scheduled and all non-scheduled  
19 flights.  
20 2. An administrative pilot may fly a rotation or portion of a rotation that is removed from  
21 open time. The pilot(s) who would otherwise have performed such flying will not  
22 receive pay protection if such rotation:  
23 a. was removed from open time within 96 hours of report, and  
24 b. was available for at least one PCS run.  
25 Exception: If such rotation is in same day or next day open time, then a PCS run is not  
26 required.  
27

28 C. Professional and Personal Flying

- 29  
30 1. A pilot will devote their entire professional flying service to the Company.  
31 2. A pilot may affiliate with the United States Armed Services.  
32

33 D. Certificate Requirements

- 34  
35 1. A pilot will have all required pilot and medical certificates in their possession when  
36 reporting for flight duty.  
37 2. A pilot will submit a copy of their most current medical certificate in accordance with the  
38 Flight Operations Manual. The certificate must be received on or before the 25<sup>th</sup> of the  
39 month during which their medical certificate expires.  
40 3. A pilot will not be paid or credited for any rotation or guarantee unless their certificates  
41 are valid and correctly documented in DBMS.  
42 Exception one: A Chief Pilot, the Director - Line Operations, or the Managing Director -  
43 Flying Operations may waive these requirements due to extraordinary circumstances.  
44 Exception two: A pilot who has fully complied with the application procedure provided  
45 by the Company for a passport or visa and who has not received such passport or visa in



## Section 9 – Miscellaneous Flying

1 the time allotted for such procedure will be paid and credited as shown on their line for a  
2 rotation(s) or on-call day(s) dropped due to such delay.  
3

### 4 E. VF & FCF 5

- 6 1. The Director-Flight Operations or their designee will be the initial arbiter as to whether a  
7 particular assignment fits the definition of a VF or FCF.
- 8 2. The Captain (or Captain qualified First Officer SLIs) assigned to the FCF must have  
9 completed Delta's FCF training program ("FCF training") that was designed and  
10 implemented through the mutual agreement of the Delta Flight Training Department and  
11 a representative of the Delta MEC.
- 12 3. Captains (or Captain qualified First Officer SLIs) who have completed FCF training will  
13 be on the functional check flight corps roster. Captain qualified First Officer SLIs who  
14 have permanently returned to the line as First Officers will be removed from the  
15 functional check flight corps roster.
- 16 4. The First Officer position on an FCF may be filled with a right-seat qualified pilot on the  
17 FCF roster or will be awarded/assigned under **Section 23 N.** or **O.**
- 18 5. A pilot will be assigned a VF(s) under **Section 23 N.** or **O.**

1 SECTION 10

2  
3 SENIORITY LIST INSTRUCTORS, LINE CHECK PILOTS, & LINE VALIDATION PILOTS

4  
5 A. Definitions

- 6 1. "Advanced Qualification Program" (AQP) means the Company-administered and FAA  
7 approved programs for all indoctrination, qualification, requalification, or continuing  
8 qualification training at Delta Air Lines.
- 9 2. "Aircrew program designee" (APD) means a pilot who is designated by the FAA to  
10 administer type rating evaluations.
- 11 3. "Chief Standards Captain" (CSC) is an LCP certified by the FAA and has authority for  
12 all training and certification of LCPs.
- 13 4. "Continuing qualification training" (CQ) means training necessary to maintain position  
14 qualification under FAR 121.427 and the Company's advanced qualification program  
15 (AQP) standards.
- 16 5. "MD-FTS" means Managing Director – Flight Training and Standards
- 17 6. "Evaluation" means a check of a pilot's performance and/or proficiency pursuant to an  
18 FAR or as part of the Company's training including its Advanced Qualification Program  
19 (AQP).
- 20 7. "FAA" means the Federal Aviation Administration.
- 21 8. "FARs" means the Federal Aviation Regulations.
- 22 9. "Ferry Flight" means a nonrevenue flight with no revenue passengers that transports an  
23 aircraft from one location to another
- 24 10. "Flight Training Instructor" (FTI) means a term that will be used to collectively describe  
25 SLIs and NSLIs.
- 26 11. "Flight Standards Pilot" (FSP) means a Captain who is a Line Check Pilot (LCP) or First  
27 Officer who is a Line Validation Pilot (LVP)
- 28 12. "Functional check flight" (FCF) means flying that involves the planned use of abnormal  
29 or "special" checklists and/or determinations of the airworthiness of major system items  
30 or troubleshooting.
- 31 13. "Golden Day" is a day an SLI will not be scheduled to work and is shown on the  
32 schedule as, "\*\*X\*\*".
- 33 Note: An SLI may volunteer to work on a Golden Day, but cannot be proffered.
- 34 14. "Junior Captain Seniority List Instructor" (JCSLI) means a Captain SLI that cannot hold  
35 Captain on the equipment which they instruct, but had Captain PIC time at Delta Air  
36 Lines before becoming a JCSLI.
- 37 15. "Lead line check pilot" (LLCP) means a pilot who is authorized to conduct PIC  
38 observations for first time Captains in place of an FAA inspector. Before being  
39 designated as LLCP (by CSCs), candidates must be:
- 40 a. approved by the FAA
- 41 b. must have served as an LCP for no less than six months
- 42 16. "Lead line validation pilot" (LLVP) means a pilot who can conduct Check-the-checker  
43 events for LVPs on all fleets
- 44 17. "Line check pilot" (LCP) means a pilot who is:
- 45 a. selected by the Company and designated by the FAA, and authorized to administer  
46 evaluations during line operations.
- 47 b. tasked with:
- 48 1) Training non-qualified pilots

- 2) Completing OE certifications
  - 3) Conducting line check evaluations
  - 4) Conducting Special Airport Qualification (SAQ), Theater Qualification (TQ) and Theater Familiarization events
  - 5) Conducting Mid-Phase validation (MPV) events on initial Delta First Officers
18. “Line validation pilot” (LVP) means a pilot who is a First Officer:
- a. selected by the Company, and
  - b. authorized to administer training and qualifications events during line operations, including, but not limited to:
    - 1) Mid-Phase validation (MPV) events on initial Delta First Officers on their own bid equipment
    - 2) Conduct SAQ, TQ, and Theater Familiarization Events
  - c. not authorized to administer Captain evaluations during line operations
19. “Non-seniority list instructor” (NSLI) means an instructor who is:
- a. not on the seniority list, or
  - b. currently receiving long term disability benefits under the D&S Plan (including the NWA LTD Plan).
20. “Operating experience” (OE) means performing the duties of Captain or First Officer under the supervision of an LCP under FAR 121.434 (c) and (f).
21. “Proficiency check” (PC) means any of the following validation or evaluation events in the simulator or Flight Training Device administered under the AQP:
- a. Procedures Validation (PV)
  - b. Maneuvers Validation (MV)
  - c. Line Operational Evaluation (LOE)
- Note: MV and LOE for a pilot obtaining a type rating are not proficiency checks.
22. “Proficiency check pilot” (PCP) means:
- a. an SLI who is selected by the Company and designated by the FAA and authorized to administer proficiency checks in other than line operations, and/or
  - b. an NSLI who is selected by the Company and designated by the FAA and authorized to administer proficiency checks in other than line operations under **Section 10 C**.
23. “Qualification training” means training necessary to create a position qualification (i.e., initial, transition, upgrade, requalification, transoceanic ground school).
24. “Qualified SLI” (QSLI) means an SLI who can function as the instructor of record.
25. “Recency” (RCY) or “recency of experience” means the requirement of a Captain or First Officer to make at least three takeoffs and landings within a 90-day period under FAR 121.439.
26. “Reestablishment of recency” means the training and checking required under FAR 121.439 to reestablish qualifications that have lapsed due to lack of recency.
27. “Seniority list instructor” (SLI) means an instructor who is a pilot. Sub-categories of SLIs include Proficiency Check Pilots (PCP’s) and Aircrew Program Designees (APD’s). Exception: An instructor who is a pilot currently receiving long term disability benefits under the D&S Plan (including the NWA LTD Plan) cannot be an SLI.
28. “Soft Day” means a scheduled day free from duty on which an SLI may not be required to perform Company duties and is shown on the schedule as, “X”.  
Note: An SLI cannot be scheduled, but can volunteer or be proffered to perform Company duties on a Soft Day
29. “SLI duty period” means one of the following when performed by an SLI:
- a. one FTD, or simulator period, including brief and debrief

- b. one training and/or evaluation event in an aircraft or classroom including brief and debrief
- c. a VF(s) and/or FCF(s) not to exceed ten (10) hours
- d. a day of Company business away from the training center
- e. a duty period up to 13 scheduled hours and 15 actual hours during which an SLI deadheads to and/or from a training location and performs SLI duties
- f. a period consisting solely of deadheading to or from a training location.
- g. service as part of a crew complement for one FTD or simulator period, including brief and debrief
- h. up to eight hours (exclusive of meal break) of office duties or special projects (an “office day”).

Note: An SLI may be required to perform any instructor duties during their office day or additional instructor duties that have arisen on short notice during an SLI duty period. Such SLI will be credited with an additional SLI duty period only if the SLI is required to remain on duty in excess of eight hours (exclusive of meal break).

30. “Special Airport Qualification” (SAQ) means a program for qualification of pilots at specified airports as set forth in the Airway Manual.

31. “Special Airport Qualification Airport” (SAQ Airport) means an airport designated as SAQ by FAA 8900 or as defined by the Managing Director - Flight Training and Standards for Delta purposes only.

32. “Theater qualification” (TQ) means a program for qualification of pilots in a specified area of operation as set forth in the Airway Manual.

Note one: The Company will review with the Association any plans to modify the terms and provisions of the theater qualification program set forth in the Airway Manual.

Note two: The addition of a new theater that affects 12 or more scheduled round trips per bid period in a category will be subject to the implementation schedule under **Section 11 J. 5**. The Company and the Association will meet and confer to agree upon an implementation schedule related to a significant modification of an existing theater.

33. “Training” means a Company-sponsored program of instruction and/or evaluation required by an AQP, the Company, or the FARs (e.g., recency, qualification training, CQ, distributed training).

34. “Verification flight” (VF) means flying that is performed to determine whether a maintenance repair action has successfully resolved the pertinent problem, provided such flying does not involve:

- a. the planned use of abnormal or special checklists, or
- b. determinations of the airworthiness of major system items or troubleshooting.

35. “XDUT” means extra duty over an SLI’s 17 duty period guarantee

## B. Seniority List Instructors

### 1. An SLI will:

- a. Perform Maneuvers Validations (MV) and Line Oriented Evaluations (LOE) of Captains and First Officers obtaining a type rating.  
Exception: Personnel employed or contracted by an aircraft manufacturer may perform evaluations in connection with the introduction of a new aircraft type or aircraft model during a period ending on the 180th day after the in-service date of such new aircraft type or aircraft model.
- b. perform all training and checking of pilots in an aircraft.

- Exception: Personnel employed or contracted by an aircraft manufacturer may perform aircraft training and checking in connection with the introduction of a new aircraft type or aircraft model during a period ending on the 180th day after the in-service date of such new aircraft type or aircraft model.
- c. while assigned to the Training Department for a bid period:
    - 1) not be eligible to submit and be awarded a white slip.
    - 2) composite hourly pay rate, if flying, will be for the actual seat and aircraft flown
    - 3) be eligible to submit and be awarded a GS to fly as:
      - a) Captain in a category that includes the aircraft type on which they instruct if the SLI can hold Captain on such aircraft type and the appropriate line qualification has been achieved (e.g., OE)
      - b) First Officer in a category that includes the aircraft type on which they instruct. A Captain instructor who can hold Captain on the aircraft that they instruct on may not bid and fly as First Officer for the purpose of enjoying "super seniority".
2. During each vacation year (April 1st –March 31st), each qualified SLI will return to line flying for a minimum of three full bid periods (prorated\*) and must fly at least 120 credit hours (prorated\*) on the aircraft type in which they are an SLI.

\*Pro-ration Schedule:

Projected Bid Periods as QSLI in Vacation Year	Minimum Bid Periods Returned to Line Flying	Minimum Annual Credit Hours
0-2	0	0
3-6	1	40
7-10	2	80
11-12	3	120

- Exception: SLI minimum annual credit hours do not apply until the earlier of:
- a. an SLI becoming the instructor of record for all initial training modules that do not require a PCP designation, or
  - b. 90 days of the SLI's first instructor qualification event.
- Note one: Consolidating SLIs are not assigned to the training department for flying accounting purposes.
- Note two: SLIs attending equipment qualification training prior to changing SLI category or prior to returning to line flying are not assigned to the training department for the duration of that training. Accounting for their yearly flying requirements ends the last full month they serve as SLIs before commencing training.
- Note three: SLI's will be paid in accordance with **Section 10 B. 13.** once training as an SLI starts.
3. An SLI will not train or evaluate unless they have satisfied the minimum annual credit hour requirement under **Section 10 B. 2.**  
 Exception: This provision will not apply if the reason for an SLI's non-compliance with the the minimum annual credit hour requirement arises out of their sickness.
  4. An SLI will not train or evaluate unless they have satisfied the minimum bid period requirement under **Section 10 B. 2.**  
 Exception: This provision will not apply if the reason for an SLI's non-compliance with the minimum bid period requirement arises out of:

- a. their sickness, or
- b. the inability of the Training Department to meet training requirements.
5. When returning to the line for a bid period under **Section 10 B. 2.**:
  - a. Captain SLI whose seniority permits them to hold:
    - 1) Captain (on the aircraft type in which they are an SLI at any base) will fly as Captain at the base of their choice.
    - 2) First Officer, but not Captain (on the aircraft type in which they are an SLI) will fly as First Officer at the base of their choice.
  - b. First Officer SLI whose seniority permits them to hold:
    - 1) Captain (on the aircraft type in which they are an SLI) will fly as Captain or First Officer at the base of their choice, as qualified.  
Note: A First Officer SLI, while designated as PIC (i.e., performing duties as Captain on an aircraft), will be paid the greater of the Captain rate for the aircraft flown, or the SLI's current rate when flying.
    - 2) First Officer, but not Captain (on the aircraft type in which they are an SLI) will fly as First Officer at the base of their choice.
  - c. an SLI whose seniority does not permit them to hold First Officer (on the aircraft type in which they are an SLI at any base) will fly as the junior First Officer at the base of their choice.
  - d. the provisions of the PWA will apply to an SLI.  
Exception: When rotating to the line for a bid period under **Section 10 B. 2.**, an SLI:
    - 1) will be paid at their hourly SLI rate.
    - 2) will be permitted to use their full service bank to be paid up to 90:06 hour flight pay in a bid period.
    - 3) may be proffered the opportunity to work an SLI duty period(s) on up to seven days in the Training Department.
  - e. an SLI who works in the Training Department under **Section 10 B. 5. d. Exception 3)** and is a line holder will be paid the greater of:
    - 1) 5:18 for each SLI duty period, or
    - 2) The value of the rotation(s) removed.  
Note: An SLI paid the value of rotations removed under **Section 10 B. 5. e. 2)** will be credited with the schedule time of the rotation(s) removed for all purposes of the PWA except the minimum annual credit hour requirement under **Section 10 B. 2.**
  - f. an SLI who works in the Training Department under **Section 10 B. 5. d. Exception 3)** and is a reserve pilot and performs duty on a RES day will have their pay calculated as follows:
    - 1) Prior to initial line of time awards, for each XDUT performed on a RES day, the reserve guarantee will be reduced by a pro rata portion (1/30 or 1/31 of the reserve guarantee). The PWA pro-rata formula takes the reserve guarantee and divides it by the number of days in the bid period. The SLI will receive 5:18 per XDUT in addition to the reduced pro-rata share reserve guarantee.
    - 2) After the initial line-of-time awards, for each XDUT performed on a RES day, the reserve guarantee will be reduced by a pro-rata share (1/18 of the reserve guarantee). The reserve guarantee is divided by the associated number of on-call days in a full bid period on a reserve line for each on-call day removed due to XDUT posting. The SLI will receive 5:18 per XDUT in addition to the reduced pro-rata share of reserve guarantee.

- 1 g. An SLI may be placed on a rotation that was awarded or assigned to another pilot for  
2 the purpose of satisfying the minimum annual credit hour requirement under **Section**  
3 **10 B. 2.**
- 4 6. When the Company utilizes an SLI to fly a rotation, or portion thereof, that was awarded  
5 or assigned to another pilot:
- 6 a. The Company will pay and credit the pilot(s) who would otherwise have performed  
7 such flying.  
8 Exception: The Company will not pay and credit the pilot(s) who would otherwise  
9 have performed such flying, if it was a rotation described under **Section 23 I. 15.**
- 10 b. While the SLI is assigned to the Training Department, such utilization may be to buy  
11 a Captain rotation for a First Officer SLI or to buy a First Officer rotation for a  
12 Captain SLI.  
13 Note: The provisions of **Section 10 B. 5.** do not apply to an SLI who is awarded a GS  
14 under **Section 10 B. 1. c. 3)**
- 15 c. The pilot who has the trip bought from them will have no recovery obligation to the  
16 Company.  
17 d. The SLI will receive 5:18 for each day of the rotation.  
18 e. Each day of the rotation will count as a duty period towards the SLI's 17 duty  
19 periods/90:06 hour monthly guarantee under **Section 10 B. 13. d. 1).**
- 20 7. An SLI must give the Company at least three bid periods advance written notice before  
21 the first day of the bid period in which they desire to return to the line on a permanent  
22 basis (i.e., other than to comply with **Section 10 B. 2.**). The Company may return an SLI  
23 to the line on a permanent basis with at least two bid periods prior notice. In either case,  
24 the SLI will be afforded the following options to return to the line
- 25 a. An SLI may enter a category in which a junior pilot has either been converted or  
26 received an advance entitlement while the SLI was assigned to the Training  
27 Department and incur a category freeze under **Section 22 G.** If the SLI returns to a  
28 category in which a junior pilot
- 29 1) was converted, the SLI will immediately be converted into that category  
30 2) holds an advance entitlement, the SLI will:
- 31 a) return to the category they held immediately prior to entering the Training  
32 Department, and  
33 b) be converted in seniority order among other pilots being converted under the  
34 bid award
- 35 b. An SLI who is senior to at least one pilot in the category they held immediately prior  
36 to entering the Training Department may return to such category without incurring a  
37 category freeze.
- 38 c. An SLI who is unable to exercise the options in **Section 10 C. 7. a. or b.** may enter a  
39 category in which there is a junior pilot without incurring a category freeze.
- 40 8. An SLI will not train Captains or First Officers unless they have a minimum of 1,000  
41 hours of FAR 121 PIC or SIC experience, of which 750 hours is PIC or SIC experience at  
42 the Company.
- 43 9. A pilot will not serve as a PCP for Captains or First Officers unless they have minimum  
44 of 1,000 total hours of FAR 121 PIC and/or SIC experience, of which 750 hours are PIC  
45 and/or SIC experience at the Company.
- 46 10. A minimum of 30% of SLIs who train Captains or First Officers will have at least 500  
47 hours of PIC experience at the Company.

- 1 11. A minimum of 50% of all training events will be conducted by SLIs.  
2 Note: Each calendar year, the number of Captain SLIs, First Officer SLIs, NSLIs, and  
3 pilot training events will be reported to the Association.
- 4 12. At a minimum, 40% of all SLIs will be Captains with all other SLIs being First Officers.  
5 Note: Each calendar year, the number of Captain SLIs and First Officer SLIs will be  
6 reported to the Association.
- 7 13. While assigned to the Training Department for a bid period:  
8 a. a Captain SLI will be paid at the applicable composite hourly rate in the highest  
9 paying position they can hold  
10 b. First Officer SLI will be paid at the applicable composite hourly rate in the highest  
11 paying First Officer position they can hold.  
12 Note: A First Officer SLI, while designated as PIC (i.e., performing duties as Captain  
13 on an aircraft), will be paid the greater of the Captain rate for the aircraft flown, or the  
14 SLI's current rate when flying.  
15 c. Captain or First Officer SLIs that instructs an event for any pilot who is in training for  
16 an aircraft that has the highest pay rate for aircraft in the fleet will receive a 10%  
17 override on their applicable composite hourly rate for their longevity  
18 Note one: The SLI must have the seniority to hold the position of their role to receive  
19 the 10% override.  
20 Note two: The override does not apply when an SLI is flying.  
21 d. An SLI will:  
22 1) receive a 90:06 hour pay guarantee, which equates to 17 duty periods but is  
23 reduced in accordance with **Section 10 B. 23.** and the following table:

Number of Vacation, Military Leave days,	Reduce available work days
1	1
2	1
3	2
4	2
5	3
6	3
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8

- 24 2) not be required to perform or be scheduled for more than 22 SLI duty periods in a  
25 bid period.  
26 3) not be scheduled for more than seven consecutive work days without the consent  
27 of the SLI.  
28 4) be afforded the opportunity to designate their preference for four Golden Days,  
29 six Soft Days and five Period Combinations in each bid period.



Note one: SLIs will be awarded four Golden Days, unless prorated, based on the seniority of SLIs with applicable qualifications (e.g., APD, PCP) and then based on seniority of SLIs without applicable qualifications

Note two: SLIs will be awarded six Soft Days, unless prorated, based on the seniority of SLIs with applicable qualifications (e.g., APD, PCP) and then based on seniority of SLIs without applicable qualifications

Note three: An SLI's Golden Days, Soft Days, and Period Combinations will be prorated in accordance with the following table:

Vacation, Military Leave Days	Golden Days (*X*)	Soft Days Days (X)	Period Combinations
0-6	4	6	5
7-13	3	5	4
14-20	2	3	3
21-28	1	2	2
29-31	0	0	1

5) cannot be scheduled to work, but may volunteer to work on Golden Day(s).

6) cannot be scheduled to work, but may volunteer to work or may be proffered to work on Soft Day(s).

7) receive 5:18 pay in addition to their guarantee for each SLI duty period in excess of 17 in a bid period.

8) receive 5:18 pay for each SLI duty period that is missed due to sickness.

9) receive 5:18 pay for each SLI duty period in excess of 17 SLI duty periods removed from their schedule after the schedules are finalized and made available, limited to a total of 22 SLI duty periods per bid period, subject to recovery obligations under **Section 10 B. 14.**

10) be paid \$1,000.00 override per bid period while designated as an APD.

11) be paid \$500.00 override per bid period while designated as a PCP.

12) receive 5:18 pay on top of all other pay due for any SLI duty period worked that touches a Holiday as defined under **Section 3 K.**

Note: SLI shall only receive an additional 5:18 per holiday regardless of the number of duty periods worked.

13) receive pay consistent with **PWA Section 11 F. 7 e. Note** and **11 F 13. a. 2. Note.**

14. An SLI is subject to the following scheduling provisions while assigned to the Training Department for a bid period:

a. If an SLI duty period is removed or cancelled within two hours of scheduled report/brief/off-site deadhead departure time, full event credit(s) is/are awarded with no recovery obligation.

b. If an SLI duty period is removed or cancelled more than two hours prior to scheduled report/brief time, the SLI may be proffered a recovery duty period(s) as follows:

1) If the SLI is notified of recovery more than 48 hours prior to the report of the recovery SLI duty period, the SLI will have the option of accepting the recovery and retaining pay 5:18 towards their guarantee or declining the recovery and forfeiting the 5:18 towards their guarantee.

- 2) If an SLI is notified of a recovery duty period 48 hours or less prior to its report and does not accept the recovery SLI duty period, the SLI will still be obligated for recovery until the earlier of:
- a) SLI is proffered a recovery SLI duty period under **Section 10 B. 13. b. 1)**,
  - b) SLI accepts a recovery SLI duty period under **Section 10 B. 13. b. 2)**, or
  - c) the bid period ends.
- Note: If an SLI is assigned a recovery event that subsequently cancels, the SLI will not be subject to another recovery event.
- c. The Company will not assign or proffer a recovery SLI duty period missed due to an SLI's sickness or over an SLI's Golden Days. Recovery duty periods can only be proffered to an SLI on their Soft Days.
  - d. The following scheduling process will be used by Training Planning to cover SLI events that become known after the final schedule has been posted (referred to as an "open event" or "event in open time"):
    - 1) Greater than 48 hours prior to event:
      - a. The training planner will assign the pop up event to the SLI on an open day that does not conflict with off period combos, Soft Days or Golden Days. A training planner can only proffer a pop up event on an SLI's Soft Day. The SLI will be given a minimum of 48 hours' notice of the assignment.
      - b. The training planner will schedule (proffer or assign, as appropriate) the event in the following order:
        - i) In-department SLI who has less than 17 duty periods.
        - ii) NSLI.
        - iii) In-department SLI who has equal to or greater than 17 duty periods. (This will generate an XDUT).
        - iv) Rotated SLI unless specific qualification (e.g., APD) is required. This need would permit an "out of order" assignment.
    - 2) Less than 48 hours prior to the event, the event will be added to an SLI's schedule as an XDUT without removal of a subsequent event on the SLI's schedule.
- Note: Training planners will not assign SLI duty periods over an SLI's Golden Days, but can proffer duty periods on an SLI's Soft Days.
15. SLI Line Flying
- a. While flying the line, all PWA scheduling rules applicable to line pilots will apply to SLIs in accordance with their seniority.
  - b. Flying time that was scheduled on an SLI's line of time but not flown due to a return to the Training Department during a fly month will not count toward the annual hourly requirements under **Section 10 B. 2.**
16. SLI Vacation
- a. Each fleet will determine what weeks are available for instructor vacation. Fleets will use the same vacation week selection table that line pilots utilize so that SLI vacation weeks will align with line pilot vacation weeks in case an in-department SLI is rotated back to the line in a given month.
  - b. SLI vacations can be taken during "in department" or "fly" months. Training loads may necessitate rotating SLI's to fly the line during a previously scheduled in department month with scheduled vacation. Vacations are normally bid and awarded during January and February. Closing dates will be determined by the Fleet Managers or their designees.

- 1 c. Vacations are normally awarded in seniority order by instructor category (Captain or  
2 First Officer) and qualification (instructor, PCP, or APD).
- 3 d. Changing a vacation from the dates initially awarded falls into one of two categories:  
4 1) Vacation move-up:  
5 a) A vacation move-up is defined as moving an awarded vacation period to  
6 another vacation period.  
7 Example: an SLI was initially awarded week #36 as SVAC. The SLI would like  
8 week #24 as SVAC instead.  
9 b) Vacation move-ups within a known fly month should be submitted to the Fleet  
10 Manager in sufficient time to allow the Fleet Manager to submit the move-up  
11 request to crew resources no later than 0800 Eastern on the 1st calendar day of the  
12 month prior.  
13 Example: for a move-up of a vacation in the month of May, the request  
14 should be submitted no later than 0800 Eastern on April 1st.  
15 Note: Instructors transferring into the Training Department are  
16 normally allowed to keep existing vacations. The incoming instructor may  
17 then utilize the vacation move-up process with the department after  
18 assignment of required flying months.
- 19 2) Vacation slide:  
20 a) A vacation slide is defined as shifting an SLI's originally awarded vacation  
21 period within the bid. The vacation dates can either touch dates that were  
22 previously part of the SLI's vacation or be non-touching dates.  
23 b) A vacation slide during in-department months should be submitted to the Fleet  
24 Manager in sufficient time to allow the Fleet Manager to submit the move-up to  
25 the planner no later than 0800 Eastern on the 1st of the month prior. There may be  
26 additional flexibility after that cut-off date depending on how much of the pre-  
27 month schedule has been built; an instructor should check with their Fleet Captain  
28 or Fleet Manager to see if slides after the cut-off are feasible.
- 29 e. An SLI's required bid period workdays are proportionally reduced for each week of  
30 vacation used during "in department" bid periods. Each SLI is awarded vacation  
31 under **Section 7**. Each vacation day is paid and credited at rates under **Section 7**.
- 32 f. When assigned to the line for a bid period the same vacation provisions line pilots  
33 have under **Section 7** apply to SLIs.
- 34 g. Instructors leaving the Training Department and transferring back to line flying keep  
35 the vacation they were assigned while in-department.
- 36 h. SLI Scheduling Options - In Lieu of Vacation Bank Functions  
37 SLIs, under special circumstances, are encouraged to work with their Fleet Managers  
38 to discuss options for accommodating additional off days, above and beyond the pro-  
39 rated allocation of golden and X-days for indepartment months. The following  
40 restrictions apply to all, special circumstance additional off day requests:  
41 1) If granted, no additional pay is associated with additional off days; however, it will  
42 not generate a negative bank transaction for the SLI.  
43 2) Any additionally awarded off days will not be used to calculate the pro-rated  
44 minimum number of duty periods scheduled within the bid period.  
45 3) The requested off days are contingent upon adequate department staffing.

1 17. Bid Period Schedule Requests/Preferences and Travel

2 a. Instructor schedule requests and preferences can be submitted. These include:

3 1) Ranking most desired to least desired simulator periods.

4 2) Preferences for four Golden Days and six Soft Days

5 Note one: SLIs will be awarded 4 Golden Days, unless prorated, based on the  
6 seniority of SLIs with applicable qualifications (e.g., APD, PCP) and then based  
7 on seniority of SLIs without applicable qualifications

8 Note two: SLIs will be awarded 6 Soft Days, unless prorated, based on the  
9 seniority of SLIs with applicable qualifications (e.g., APD, PCP) and then based  
10 on seniority of SLIs without applicable qualifications

11 3) Ability to select five days in a month with “period off” combinations. The 10  
12 periods off combinations to choose from are: AB, BC, CD, DE, CDE, A, B, C, D,  
13 and E.

14 4) Work block day choices are one - two days, three - four days, and five - six days,  
15 ranked from most desired to least desired.

16 5) Training location and “in” or “out of station” training. Each fleet will notify their  
17 instructors when out of station training is being conducted.

18 18. Travel to/from AQP mandated instructor meetings

19 a. SLIs will be provided with positive space on-line transportation to and from their  
20 permanent residence and any AQP mandated instructor meeting.

21 b. SLIs may use positive space travel the day before, the day of, and/or the day after the  
22 AQP mandated instructor meeting.

23 c. Hotel will be provided unless the meeting is in ATL and the SLI’s permanent  
24 residence is less than 50 straight line statute miles from the ATL training center.

25 d. Per diem will not be paid regardless of base.

26 19. Scheduling timeline and pre-month planning process

27 a. 1<sup>st</sup> of the month prior to the bid period being scheduled:

28 1) preferences close at 0800 Eastern Time

29 2) Office days must be posted by 0800 Eastern Time

30 b. 17<sup>th</sup> of the month prior to the bid period being scheduled, the schedules will be  
31 published

32 1) Schedules will be published on the 17<sup>th</sup>

33 2) If the 17<sup>th</sup> falls on a weekend or holiday the schedule may be published on the  
34 subsequent day

35 c. Every attempt will be made to honor SLI’s schedule preference requests. In creating  
36 the final schedule, the planner takes a number of factors into considerations such as  
37 using the least expensive instructor asset, balancing the number of events within an  
38 instructor category and instructor continuity.

39 1) SLIs may initiate swaps after the final schedule is published under the following  
40 guidelines:

41 a) SLI swaps will not generate an XDUT

42 b) Swaps will be within the same category

43 c) The swap cannot result in any SLI working back to back simulator/FTD  
44 Exception: the second event can be seat fill duty.

45 d) SLIs who swap must make every effort to not affect SLI/student continuity

46 e) SLIs will work out details of the swap and the SLI requesting the swap will  
47 inform the flight training planner.

- 2) SLI initiated changes to brief times or simulator show times will be coordinated with the flight training planner and annotated on the schedule.
  - 3) Every effort will be made to cease training on Thanksgiving Day, Christmas Eve, and Christmas Day
20. Duty Periods that include travel will be scheduled and paid as follows:
- a. A duty period up to 13 scheduled hours and 15 actual hours during which an SLI deadheads to and/or from a training location and performs SLI duties.
  - b. If the duty day including travel is less than 13/15 hours the day is one pay event
  - c. If the duty day exceeds 13/15 hours the day is a two-pay event
21. In the event an SLI is scheduled for two duty periods in the same day, the following rules apply:
- a. SLI can perform back-to-back duty periods under the following circumstances:
    - 1) SLI of record followed by a seat fill event in the following period.
    - 2) Seat filling and then teaching is to be avoided normally, except in special circumstances as determined by the training planner or under direction from the Fleet Captain or Fleet Manager.
    - 3) SLI can perform back-to-back seat fills. SLI of record plus any combination of the following: RCY, RECY, TOUR, OBS, SOBS.
  - b. An SLI cannot be scheduled for two full duty periods without their consent.
22. SLI Hotels
- a. Will be provided, if requested, for the night prior to the first day and the night of the last day of any duty periods for SLIs performing training.
  - b. SLIs that have training events adjacent to a mandatory meeting, can request and receive a hotel, for the night prior to the first day and the night of the last day of their scheduled training or meetings (provided SLI residence is 50 miles or more from the ATL training center).
  - c. SLIs who are assigned training events outside of Atlanta will have a hotel reservation made for them automatically.
23. Military Leave
- a. In a bid period where an SLI is assigned to the line
    - 1) SLIs who are activated for extended military duty or request MLOA days during flying months will be credited with flying hours in the same manner as a line pilot per **Section 13 D.**
    - 2) Trips dropped due to MLOA will not count towards an SLI's yearly flying requirement. It is the joint responsibility of the SLI and the fleet captain to ensure the yearly requirement is met. The fleet captain may, at their discretion, buy trips for the SLI during a non-flying month to help achieve the yearly requirement.
    - 3) Military Leave provisions in **Section 13 D.** apply
  - b. In a bid period where an SLI is in department
    - 1) Military Leave provisions in **Section 13 D.** apply
    - 2) When an SLI requests and is granted a partial month unpaid leave of absence, the minimum monthly pay guarantee will be pro-rated.
    - 3) The minimum guarantee is proportional to the number of SLI duty days available for Delta work. SLI pay will be calculated from the greater of:
      - a) the minimum guarantee (after pro-ration) or
      - b) the actual SLI duty periods performed.
    - 4) SLIs pay of 5:18 per duty period cannot be reduced due to pro-rations

- 1 a) MLOA code is the default and is used when an SLI desires an unpaid leave of  
2 absence and wants the rest of their monthly obligation to Training Department  
3 to be pro-rated. MLOA will be pro-rated the same as vacation and the SLI's 17  
4 duty periods/90:06 hour contractual guarantee will be reduced by a value of  
5 3:15 for each MLOA day.
- 6 b) MLOX code is used when an SLI notifies their Fleet Manager and their training  
7 planners that they desire to utilize some of their Golden and Soft days during  
8 their military leave. If the SLI has allowed the Delta schedulers enough  
9 availability and flexibility to still schedule 17 duty periods, the SLI can avoid  
10 having their 90:06 hour guarantee pro-rated.
- 11 c) The SLI may contact their Fleet Manager and try to coordinate SLI activity on  
12 the available days left in a given bid period after the SLI has determined which  
13 days must be utilized for MLOA/MLOX. If the Company is able to build the  
14 SLI a schedule with 17 duty periods in the remaining availability, pro-ration  
15 can be avoided.
- 16 24. Any SLI who is sick should notify the following individuals as soon as practical to ensure  
17 event coverage in a timely manner:
- 18 a. Daily or weekend planner  
19 b. Fleet Manager  
20 c. Fleet Captain
- 21 Note: Notification to the Company under **Section 14 F. 1. a. and c.** will be by  
22 automated system either online or by telephone. Information provided by the pilot  
23 will be limited to whether the pilot is sick or well.
- 24 25. QROT's Procedures
- 25 An SLI can request a QROT pick-up after the rotation has been in open time greater than  
26 48 hours. Prior to SLI making the request, the SLI will verify the following:
- 27 a. Ensure rotation and SLI is legal  
28 b. Verify with the Daily Planner the SLI is not needed in-department over the days of  
29 the QROT
- 30 Note: If there are open events that the SLI is qualified for, the SLI shall be proffered  
31 the open event(s) at the time of the QROT request.
- 32 26. Positive Space Travel Policy for SLIs
- 33 a. SLIs may book positive space on-line transportation for the purpose of commuting  
34 to/from their home and any SLI duty period before and after each duty period.
- 35 b. SLIs will be able to book their seats once they have been awarded their schedule
- 36 c. A commuting SLI who books under **Section 10 B. 26.**, is not required to have a  
37 backup flight as the positive space travel booking is deemed to satisfy any such  
38 commuter policy requirements.
- 39 d. If overbooking is required at the time of the SLI's attempted booking, the SLI may  
40 coordinate with Pilot Assist to book positive space travel on the pilot's desired flight  
41 if sales are authorized at the time of booking.
- 42 e. If sales are not authorized at the time of booking, Pilot Assist will book positive space  
43 travel between the pilot's home and the training location, upon the SLI's request.
- 44 27. Junior Captain Seniority List Instructor (JCSLI) Program
- 45 a. Will be administered by the Fleet Captain or their representative
- 46 b. The following requirements apply for designation as a JCSLI
- 47 1) the pilot must have Captain PIC time at Delta Air Lines

- 2) prior to being designated as a JCSLI, the SLI must be current and qualified (e.g., OE complete) in the right seat to include consolidation in aircraft type.
  - 3) the JCSLI candidate will be paid the highest FO rate their seniority can hold. Once the JCSLI candidate has met this criteria, Captain pay will be triggered during the first bid period in which the JCSLI is in department and ready to begin the SLI check out process. The upgrade training and left seat OE are based on the needs of the Training Department and do not impact the Captain pay trigger.
  - 4) the Captain SLI must complete the required left seat OE and a line check to be qualified to fly as a Captain.
  - 5) the Captain SLI must be approved by the Fleet Captain for participation in the JCSLI Program. This approval will be based on line flying, Training Department, and/or Flight Standards experience. Additionally, the Fleet Captain may determine the JCSLI to be specific theater qualified.
  - 6) Once designated as a JCSLI, participation in the program is mandatory.
- c. A JCSLI flying a line rotation in the Captain position will adhere to the following:
- 1) JCSLI must maintain left seat currency.
  - 2) The rotation must fall entirely in a bid period that the SLI is scheduled to work in the Training Department.
  - 3) Rotations to satisfy six month or bi-annual line check requirements may be flown during a bid period when working in the Training Department or flying the line.
  - 4) The number of trip days allowed will be determined by the Fleet Captain up to a maximum of six calendar days every six months: April 1 – Sep 30, Oct 1 – Mar 31
  - 5) Each paid day of a rotation flown as a JCSLI shall be counted toward the SLI's 17 duty period/90.1 hour pay guarantee
  - 6) The JCSLI will submit requested fly days to the Fleet Manager and/or the Training Planner as directed by the Fleet Captain.
  - 7) The JCSLI will buy a trip from a line Captain in accordance with **Section 10 B. 5.**
  - 8) The JCSLI may be allowed the opportunity to fly more than the allotted six days, if desired. These fly days will be unpaid; the trip and associated rest period must fall on scheduled OFF days.
- Note: The JCSLI will be paid a maximum of six days, at 5:18 per day, per **Section 10 27. c. 3) and 4)** in a six month window, unless the rotation is to accomplish a required OE check or Line Check
- d. Line checks for the purposes of maintaining existing JCSLI qualifications will only be conducted on flights when the JCSLI is the designated Captain and is scheduled in accordance with **Section 10 B. 27. c.**
- 1) The JCSLI will be scheduled and paid for all required line checks. These rotations will be in addition to the days provided in **Section 10 B. 27. c. 4)**
  - 2) A JCSLI may swap seats with a LCA during a designated FLY month for the purposes of additional left seat currency. These legs will not be used to fulfill **Section 10 B. 27. d. 1).**
  - 3) If a JCSLI fails to maintain a current line check (24 months elapsed without a line check), the JCSLI will be required to complete a Supplemental Operating Experience (SOE), culminating in a line check, prior to being reinstated into the program.
  - 4) Pay for line checks flown in conjunction with the JCSLI Program will be paid in the same manner as other pilots are paid.

1 28. For each scheduled day of legal duty (e.g., Jury Duty) while in-department, an SLI will  
2 be paid 5:18 at their pay rate under **Section 10 B. 13.** and SLIs who return to the line  
3 under **Section 10 B. 2.** will be handled in accordance with **Section 13 E.**

4 29. Theater Qualifications for SLIs

- 5 a. The Fleet Captain may determine a Captain SLI to be qualified in a specific theater.  
6 This TQ determination will be made on a case-by-case basis with consideration of the  
7 SLI's line flying, Flight Standards and/or Training Department experience.  
8 b. When a TQ is so determined, the Fleet Manager will coordinate with Aircrew  
9 Records to the qualification(s) placed on the SLI's DBMS record.

10  
11 C. Non-Seniority List Instructors

12 1. An NSLI

- 13 a. will not participate in the training of a pilot, unless the NSLI has:  
14 1) at least 2,000 hours of experience as an airman (for NSLIs hired after June 21,  
15 2001 at least 2,000 hours of experience as an airman in Part 121 operations or  
16 equivalent commercial air carrier experience).  
17 2) an ATP Certificate  
18 3) FAA qualifications to provide simulator instruction on the pertinent aircraft.  
19 Exception: The above requirements will not apply to a furloughed pilot or to a  
20 former NWA employee who was a qualified NWA Aircrew Training Instructor (ATI)  
21 on the day prior to October 30, 2008.  
22 b. may serve as part of a crew complement in a flight simulator and/or level five or  
23 higher FTD training, including service as part of the crew complement in an AQP  
24 quality assurance module (or equivalent non-jeopardy module).  
25 Exception: An NSLI may not serve as part of a crew complement during an  
26 evaluation.  
27 c. who has at least 500 hours as a Captain for the Company, or who was formerly a PCP  
28 for the Company, may:  
29 1) perform pilot evaluations.  
30 2) serve as PCP for a pilot.  
31 d. will not:  
32 1) perform flight duty as a crewmember.  
33 2) serve as part of a crew complement during an evaluation.  
34 3) perform APD duties.

35  
36 D. Line Check Pilots and Line Validation Pilots

- 37 1. An LCP will not conduct a PIC line check and/or proficiency check unless they have a  
38 minimum of:  
39 a. 1,000 hours of flight experience as PIC for the Company, or  
40 b. 1,000 hours of flight experience as PIC and/or SIC on the aircraft type.  
41 Exception: LCP minimum requirements may be waived or modified in specific instances  
42 by mutual agreement between the Company and the MEC Chairman.  
43 Note: When an LCP qualifying on another aircraft has commenced training on a new  
44 aircraft, they will not conduct OE training on their previous equipment.  
45 2. An FSP:  
46 a. will be paid the rate applicable to the LCP or LVP's position and longevity, per  
47 **Section 3 B.**, plus 30% of the rate of the highest paying aircraft type in the



- 1 Company's fleet for the greater of the actual or scheduled block time of a flight  
2 segment(s) when the FSP performs LCP or LVP duties on such rotation:
- 3 1) on which the FSP was scheduled to be an operating crewmember, or
  - 4 2) which occurred during a reserve on-call day
- 5 b. who is removed from a rotation(s) on which the FSP was scheduled to be an  
6 operating crewmember to perform LCP or LVP duties will be paid the greater of the  
7 dollar value of the:
- 8 1) schedule credit of the rotation(s) removed, or
  - 9 2) actual credit of the rotation(s) flown, on which the FSP performs LCP or LVP  
10 duties computed at the rate determined under **Section 10 D. 2. a.**
- 11 Note: An LCP removed from their line to perform line checks will be paid under  
12 **Section 10 D. 2. b. 1) or 2)**
- 13 c. will be paid 5:00 per day (pay and credit) for the following known absences: all  
14 meetings, FSP classroom training, FSP simulator or procedures training, office days  
15 and travel days to Standards Meetings and FSP training events.
  - 16 d. will be paid the same as a pilot for a day of CQ for simulator FCF training.
  - 17 e. may perform LCP or LVP duties in a position other than the position they hold. At  
18 the Company's discretion, a pilot who has volunteered and was an LCP or LVP in  
19 their previous position, may serve as an LCP or LVP in their previous position. Such  
20 LCP or LVP will not be considered when determining the Company's compliance  
21 with **Section 22 C.** for the previous position in which they are performing LCP or  
22 LVP duties.
- 23 In such a circumstance, the LCP or LVP will be paid under **Section 10 C. 2. a., b., c.,**  
24 **or Section 10 D. 8.** (whichever is applicable) based on the greater of the rate  
25 applicable to the position they hold, or the rate applicable to the position in which  
26 they perform LCP or LVP duties, and as determined under **Section 10 D. 2. a.**
- 27 Note one: When an LCP qualifying on another aircraft has commenced training on a  
28 new aircraft, they will not conduct OE training on their previous equipment.
- 29 Note two: PBS line construction value for office days/meetings can be found on the  
30 PBS calendar once the days are posted to the FSP's schedule.
- 31 f. LLCPS will be paid an override of \$1,000 per month. This override will be paid  
32 regardless of line check activity as long as the LLCPS meets all currency requirements.
- 33 3. Military Leave or Sick Leave
- 34 If absent from work due to military leave, sick leave for greater than 30 consecutive days  
35 or a full bid period the FSP must notify the Manager, Flight Training and Standards as  
36 soon as practical. In addition, the FSP must notify Flight Standards when they return to  
37 work. Upon notification of return to work, current automation will return a pilot to their  
38 assigned aircraft category, however not their FSP status. FSPs must be manually  
39 converted to their appropriate FSP status in order to receive their override pay and or  
40 ability to certify Flight Standards events.
- 41 Note one: Military Leave provisions, under **Section 13 D.**, applies to all pilots  
42 Note two: Sick Leave provisions, under **Section 14 F.** applies to all pilots
- 43 4. Company Business Travel
- 44 a. FSPs are authorized Company Business travel to perform duties that start or end at  
45 stations other than their assigned base, to attend base meetings, office days, or FSP  
46 training (not to include line events).
  - 47 b. Company Business travel is not authorized for commuting to/from an FSP's base for  
48 a scheduled rotation even if the FSP is scheduled for a Flight Standards function.

Note: By mutual agreement between OE planner and FSP, an FSP may begin or end a rotation at any station provided it reduces or eliminates deadhead time.

5. Jumpseat

- a. FSPs can book a jumpseat nine days in advance for commuting to an FSP function.
- b. The Flight Standards function must be on the FSP's schedule prior to booking the jumpseat.
- c. When returning from an FSP functions, or traveling for personal reasons, the same jumpseat booking windows that regular line pilots have apply.

6. FSPs must ensure that there are adequate crew rest seats for the FSP and any retained First Officers. If the FSP retains all crew members, the crew members on the scheduled rotation will have priority for the designated crew rest/bunks. This does not eliminate the need for an additional crew rest seat.

7. All FSPs will bid according to the normal PBS process.

8. FSP Schedule Requests

a. Step 1: Pick up Flight Standards work on days off for pay and credit

- 1) An FSP shall be provided the option to volunteer to work on days off for pay and credit and may add conditions to the volunteer request
- 2) An FSP who on a voluntary basis by mutual agreement between the pilot and the Company, performs LCP or LVP duties on their day(s)-off (as indicated on LCP's or LVP's line) will have their FSP override applied to the credit value of the entire rotation(s) on which they perform any LCP or LVP duties on any segment of that rotation. The override will be computed at the rate determined under **Section 10 D. 2. a.**
- 3) Flight Standards work added to an FSP's line is for pay and credit up to their monthly maximum
- 4) The OE/LC Planner will not be responsible for rescheduling an event if an FSP fails to submit an updated volunteer request and is subsequently assigned a rotation that conflicts with their new availability.
- 5) Any Flight Standards work put on an FSP's line will be pay protected if subsequently cancelled by the OE/LC Planner.

Note one: To receive pay for the canceled function, the FSP, who has already reported for the rotation, must be available to perform another Flight Standards function during the same duty period.

Note two: When the FSP is notified of the Flight Standards function cancellation more than 24 hours prior to scheduled report of the rotation created to cover the Flight Standards event(s), the FSP must be available to perform another Flight Standards function during the scheduled footprint of the original rotation. If the new rotation requires duty outside of the footprint of the original rotation, the OE/LC Planner will check the FSP's volunteer request for availability and will reach mutual agreement with the LCP/LVP prior to assigning the new rotation.

- 6) The drop of a Flight Standards function initiated by the FSP will not be pay protected for any reason other than sick leave or fatigue.
- 7) All FAR and contractual limitations will apply to all rotations.
- 8) Seniority will govern same day requests presented to the OE/LC Planner.
- 9) By mutual agreement, an FSP may begin or end a rotation at any station provided it reduces or eliminates deadhead time.
- 10) Notification of an FSP rotation assignment may not be expected more than seven days in advance. Every effort will be made to provide maximum notification.

- 1           b. Step 2: Replace existing rotation for another rotation(s) with Flight Standards work  
2           1) The FSP shall be provided the option to drop specific rotations and allow the  
3           OE/LC Planner to replace the dropped rotation for a rotation with an equal or  
4           greater number of days to accomplish Flight Standards work  
5           2) A replacement rotation that begins or ends outside of the footprint of the  
6           dropped rotation shall be assigned only if the FSP has a comment permitting this  
7           or, a Step 1 request permitting the assignment or the OE/LC Planner has reached  
8           mutual agreement with the FSP.  
9           3) The FSP override, under **Section 10 D 2. a.**, shall apply to the credit value of the  
10          entire rotation(s) added under this step.  
11          4) Flight Standards work added to an FSP's line is for pay and credit up to their  
12          monthly maximum  
13          5) The OE/LC Planner will not be responsible for rescheduling an event if an FSP  
14          fails to submit an updated volunteer request and is subsequently assigned a  
15          rotation that conflicts with their new availability.  
16          6) Any Flight Standards work put on an FSP's line will be pay protected if  
17          subsequently cancelled by the OE/LC Planner.  
18          Note one: To receive pay for the canceled function, the FSP, who has already  
19          reported for the rotation, must be available to perform another Flight Standards  
20          function during the same duty period.  
21          Note two: When the FSP is notified of the Flight Standards function cancellation  
22          more than 24 hours prior to scheduled report of the rotation created to cover the  
23          Flight Standards event(s), the FSP must be available to perform another Flight  
24          Standards function during the scheduled footprint of the original rotation. If the  
25          new rotation requires duty outside of the footprint of the original rotation, the  
26          OE/LC Planner will check the FSP's volunteer request for availability and will  
27          reach mutual agreement with the LCP/LVP prior to assigning the new rotation.  
28          7) The drop of a Flight Standards function initiated by the FSP will not be pay  
29          protected for any reason other than sick leave or fatigue.  
30          8) All FAR and contractual limitations will apply to all rotations.  
31          9) Seniority will govern same day requests presented to the OE/LC Planner.  
32          10) By mutual agreement, an FSP may begin or end a rotation at any station provided  
33          it reduces or eliminates deadhead time.  
34          11) Notification of an FSP rotation assignment may not be expected more than seven  
35          days in advance. Every effort will be made to provide maximum notification.  
36        c. Step 3: Pick up Flight Standards work on days off for pay and no credit  
37        1) An FSP shall be provided the option to volunteer to work on days off for pay and  
38        no credit and may add conditions to the volunteer request  
39        2) For reserve FSP agreement on pay no credit vs. payback days must be mutually  
40        agreed upon between the OE Planner and the FSP at the time of offering and  
41        before starting the awarded rotation.  
42        3) The FSP override, under **Section 10 D. 2. a.**, shall apply to the to the credit value  
43        of the entire rotation(s) added under this step.  
44        4) Flight Standards work added to an FSP's line is for pay and no credit to the FSP's  
45        monthly contractual limit.  
46        5) The OE/LC Planner will not be responsible for rescheduling an event if an FSP  
47        fails to submit an updated volunteer request and is subsequently assigned a  
48        rotation that conflicts with their new availability.

- 1           6) Flight Standards work under this step is only pay protected when the FSP is not  
2           notified of a change or cancellation before the FSP signs in at the airport for the  
3           event
- 4           7) The OE/LC Planner and/or FSP may elect to receive/offer a reserve FSP payback  
5           days in lieu of pay no credit. Payback days vs. pay no credit is not mandatory and  
6           must be mutually agreed upon between the OE Planner and the reserve FSP at the  
7           time of offering.
- 8           8) The drop of a Flight Standards function initiated by the FSP will not be pay  
9           protected for any reason other than sick leave or fatigue.
- 10        9. The Offline Program is used to shut down a category or base. LCP/LVPs participating  
11        will be pay protected for the higher of their current category or the category they are  
12        participating in.
- 13        10. An LCP/LVP may volunteer to perform FCFs via the FCF volunteer form.
- 14        11. All FSPs are required to attend Standards Meetings as set forth by AQP .
- 15

1 SECTION 11

2  
3 TRAINING

4  
5 A. Definitions

- 6
- 7 1. “Adjustable run time values” means values of elements (e.g., graphics, reading rates, and  
8 keystrokes) that are assigned specific values to be used by the automated run time testing  
9 program.
  - 10 2. “Advanced Qualification Program” (AQP) means the Company-administered and FAA  
11 approved programs for all indoctrination, qualification, requalification, or continuing  
12 qualification training at Delta Air Lines.
  - 13 3. “Aircrew program designee” (APD) means a pilot who is designated by the FAA to  
14 administer type rating evaluations.
  - 15 4. “Automated run time testing program” (Crawler) means a computer program which  
16 counts and converts significant elements of distributed training content structure to time  
17 values according to the schedule in the Automated Run Time Testing Design Document,  
18 incorporated by reference herein, as may be amended by the ARTT under **Section 11 B.**  
19 **9.**
  - 20 5. “Continuing qualification training” (CQ) means training necessary to maintain position  
21 qualification under FAR 121.427 and the Company’s advanced qualification program  
22 (AQP) standards.
  - 23 6. “Continuous training” means the combination of:  
24 a. training, and  
25 b. associated periods of interruption of training of three consecutive days or less.
  - 26 7. “CQ eligibility period” means a series of three consecutive calendar months in which a  
27 pilot is eligible for CQ training.
    - 28 a. “CQ early month” means the first calendar month in a pilot’s CQ eligibility period.
    - 29 b. “CQ base month” means the second calendar month in a pilot’s CQ eligibility period.
    - 30 c. “CQ grace month” means the third calendar month in a pilot’s CQ eligibility period.
  - 31 8. “CQ golden days” means a block of five consecutive days during which a pilot will not  
32 be scheduled for CQ.
  - 33 9. “Distributed training” means training that is accomplished without a classroom, instructor  
34 in a classroom, flight training device, flight simulator, or airplane. Distributed training  
35 includes training material the Company requires a pilot to complete that cannot be  
36 completed in conjunction with the normal course of preparing for flight. Examples of  
37 informational materials that are not distributed training include, but are not limited to,  
38 manuals updates (e.g., updates to FOM, Operations Manual 1 and 2, QRH, FCTM,  
39 Airway Manual), flight crew bulletins, and flight operations bulletins.
  - 40 10. “Entry level pilot” means a pilot who has not completed their initial OE at the Company.
  - 41 11. “Evaluation” means a check of a pilot’s performance and/or proficiency pursuant to an  
42 FAR or as part of the Company’s training including its Advanced Qualification Program  
43 (AQP).
  - 44 12. “FAA” means the Federal Aviation Administration.
  - 45 13. “FARs” means the Federal Aviation Regulations.

## Section 11 - Training

- 1 14. "Functional check flight" (FCF) means flying that involves the planned use of abnormal  
2 or "special" checklists and/or determinations of the airworthiness of major system items  
3 or troubleshooting.
- 4 15. "Line check pilot" (LCP) means a pilot who is:  
5 a. selected by the Company and designated by the FAA, and  
6 b. authorized to administer evaluations during line operations.
- 7 16. "Line validation pilot" (LVP) means a pilot who is:  
8 a. selected by the Company, and  
9 b. authorized to administer training and qualifications events during line operations,  
10 including, but not limited to:  
11 1) Mid-probationary validations,  
12 2) Theater Qualifications (TQ), and  
13 3) Special Airport Qualifications (SAQ).  
14 c. not authorized to administer Captain evaluations during line operations
- 15 17. "Non-seniority list instructor" (NSLI) means an instructor who is:  
16 a. not on the seniority list, or  
17 b. currently receiving long term disability benefits under the D&S Plan (including the  
18 NWA LTD Plan).
- 19 18. "OE shadow period" means a period of unavailability that is applied to a pilot's line prior  
20 to initial line awards under **Section 11 F. 8.**, during which an award of a rotation(s) or on-  
21 call day(s) will be for pay purposes only. Any such rotation(s) will remain available to  
22 be awarded to another pilot in PBS.
- 23 19. "Operating experience" (OE) means performing the duties of Captain or First Officer  
24 under the supervision of an LCP under FAR 121.434 (c) and (f).
- 25 20. "Proficiency check" (PC) means any of the following validation or evaluation events in  
26 the simulator or Flight Training Device administered under the AQP:  
27 a. Procedures Validation (PV)  
28 b. Maneuvers Validation (MV)  
29 c. Line Operational Evaluation (LOE)  
30 Note: MV and LOE for a pilot obtaining a type rating are not proficiency checks.
- 31 21. "Proficiency check pilot" (PCP) means:  
32 a. a pilot who is selected by the Company and designated by the FAA and authorized to  
33 administer proficiency checks in other than line operations, and/or  
34 b. an NSLI who is selected by the Company and designated by the FAA and authorized  
35 to administer proficiency checks in other than line operations under **Section 11 D.**
- 36 22. "Pro rata portion of the ALV" means the ALV for a position divided by the number of  
37 days in a bid period.
- 38 23. "Pro rata portion of the reserve guarantee" means the reserve guarantee for a position  
39 divided by the number of days in a bid period.
- 40 24. "Qualification training" means training necessary to create a position qualification (i.e.,  
41 initial, transition, upgrade, requalification, transoceanic ground school).
- 42 25. "Qualified SLI" means an SLI who can function as the instructor of record.
- 43 26. "Quarterly continuing qualification training" (QCQ) means distributed training that is  
44 completed quarterly to maintain position qualification under the Company's advanced  
45 qualification program (AQP).

## Section 11 - Training

- 1 27. "Recency" or "recency of experience" means the requirement of a Captain or First  
2 Officer to make at least three takeoffs and landings within a 90-day period under FAR  
3 121.439.
- 4 28. "Reestablishment of recency" means the training and checking required under FAR  
5 121.439 to reestablish qualifications that have lapsed due to lack of recency.
- 6 29. "Rotation guarantee" means the pay guarantee under **Section 4 F**.
- 7 30. "Seniority list instructor" (SLI) means an instructor who is a pilot.  
8 Exception: An instructor who is a pilot currently receiving long term disability benefits  
9 under the D&S Plan (including the NWA LTD Plan) cannot be an SLI.
- 10 31. "Theater qualification" means a program for qualification of pilots in a specified area of  
11 operation as set forth in the Airway Manual.  
12 Note one: The Company will review with the Association any plans to modify the terms  
13 and provisions of the theater qualification program set forth in the Airway Manual.  
14 Note two: The addition of a new theater that affects 12 or more scheduled round trips per  
15 bid period in a category will be subject to the implementation schedule under **Section 11**  
16 **J. 5**. The Company and the Association will meet and confer to agree upon an  
17 implementation schedule related to a significant modification of an existing theater.
- 18 32. "Training" means a Company-sponsored program of instruction and/or evaluation  
19 required by an AQP, the Company, or the FARs (e.g., recency, qualification training,  
20 CQ, distributed training).
- 21 33. "Training day(s)" means a day(s) in which a pilot is scheduled to:  
22 a. attend continuous training.  
23 b. travel between their base and the training location.
- 24 34. "Unassigned pilot" means a pilot in excess of PWA staffing requirements who is  
25 assigned to an aircraft type and base but does not currently hold a status.
- 26 35. "Verification flight" (VF) means flying that is performed to determine whether a  
27 maintenance repair action has successfully resolved the pertinent problem, provided such  
28 flying does not involve:  
29 a. the planned use of abnormal or special checklists, or  
30 b. determinations of the airworthiness of major system items or troubleshooting.

### B. Pay and Credit

- 34 1. Qualification Training  
35 a. A regular pilot, while assigned to qualification training:  
36 1) will be paid and credited the greater of (or at their option, on a bid period to bid  
37 period basis, either of):  
38 a) rotations removed during periods of continuous training to:  
39 i. accommodate travel between their base and their training location when  
40 such training is conducted away from the pilot's base, and/or  
41 ii. accommodate such training, and/or  
42 iii. eliminate an FAR or PWA conflict that arises because of such training,  
43 or  
44 b) 3:05 at the rate of the highest paying aircraft model shown on the pilot's line  
45 for each training day including training days on which the pilot's schedule  
46 shows "OFF" (not scheduled to attend training),