

Union	Class or Craft	Employees ⁽¹⁾	Contract Amendable Date
Piedmont:			
ALPA	Pilots	630	2024
AFA	Flight Attendants	300	2019
International Brotherhood of Teamsters (IBT)	Mechanics	375	2021
IBT	Stock Clerks	60	2021
CWA	Fleet and Passenger Service	3,650	2023
IBT	Dispatchers	30	2019
ALPA	Flight Crew Training Instructors	40	2024
PSA:			
ALPA	Pilots	1,650	2023
AFA	Flight Attendants	1,250	2017
International Association of Machinists & Aerospace Workers (IAM)	Mechanics	470	2022
TWU	Dispatchers	60	2022

⁽¹⁾ Approximate number of active full-time equivalent employees as of December 31, 2018.

Joint collective bargaining agreements (JCBA's) have been reached with post-Merger employee groups, except for contracts with the TWU-IAM Association which represents the maintenance, fleet service, stock clerks, maintenance control technicians and maintenance training instructors whose contracts became amendable in the third quarter of 2018. Negotiations designed to reach JCBA's involving all of these workgroups continue. Additionally, the post-Merger JCBA's covering our pilots and flight attendants, while not yet amendable, provide the unions with the right to elect to commence negotiations for new collective bargaining agreements in advance of each JCBA's amendable date. Both of the unions have exercised these rights and negotiations are underway for new agreements.

Among our wholly-owned regional subsidiaries, the PSA flight attendants have an agreement that is now amendable and are engaged in traditional RLA negotiations. In January 2019, the Envoy passenger service employees reached a tentative seven-year labor agreement subject to membership ratification.

For more discussion, see Part I, Item 1A. Risk Factors - *"Union disputes, employee strikes and other labor-related disruptions, or our inability to otherwise maintain labor costs at competitive levels may adversely affect our operations and financial performance."*

Aircraft Fuel

Our operations and financial results are significantly affected by the availability and price of jet fuel, which is our second largest expense. Based on our 2019 forecasted mainline and regional fuel consumption, we estimate that a one cent per gallon increase in aviation fuel price would increase our 2019 annual fuel expense by \$45 million.

The following table shows annual aircraft fuel consumption and costs, including taxes, for our mainline and regional operations for 2018, 2017 and 2016 (gallons and aircraft fuel expense in millions).

Year	Gallons	Average Price per Gallon	Aircraft Fuel Expense	Percent of Total Operating Expenses
2018	4,447	\$2.23	\$9,896	23.6%
2017	4,352	1.73	7,510	19.6%
2016	4,347	1.42	6,180	17.6%

As of December 31, 2018, we did not have any fuel hedging contracts outstanding to hedge our fuel consumption. As such, and assuming we do not enter into any future transactions to hedge our fuel consumption, we will continue to be fully