

SECTION 3

COMPENSATION

A. New Hire Compensation

A new hire pilot shall receive a salary of two-thousand dollars per month until his first actual activation date.

1. If a new hire pilot's date of hire is other than the first day of a month, his first month's salary shall be prorated.
2. If a new hire pilot is activated on any day other than the first day of a month, his salary (i.e., \$2,000 per month), shall be prorated based on the number of days in that month prior to activation.

B. Longevity and Crew Status

A pilot's hourly rate of pay shall be based on his longevity year group and crew status, except as described in Section 3.A. (above).

1. Longevity

- a. The longevity of a pilot employed by the Company as a pilot prior to the effective date of this Agreement shall be his longevity on the effective date. Longevity shall continue to accrue following the effective date except as otherwise provided for in this Agreement.
- b. A pilot employed by the Company on or after the effective date of this Agreement shall accrue longevity beginning on his date of hire as a pilot. Longevity shall continue to accrue following the pilot's date of hire, except as otherwise provided for in this Agreement.
- c. A pilot who changes longevity year groups after the beginning of any bid period shall be compensated at his new rate for that entire bid period.

2. Crew Status

- a. If a pilot's crew status changes, he shall receive the pay rate for his new crew status upon activation.
- b. Notwithstanding Section 3.B.2.a., a pilot whose crew seat is restricted by the FAA regulated age shall be compensated at the pay rate for his new S/O crew status on the date he reaches the regulated age.

C. Hourly Rates of Pay

1. Hourly Rates – Effective First Day of March 2011 Bid Period

a. **A-380**

Year Group	CAP	F/O
1	\$223.23	\$67.86
2	248.02	153.94
3	248.51	154.16
4	249.53	157.26
5	250.51	160.39
6	251.51	163.59
7	252.54	166.87
8	253.53	170.21
9	254.52	173.61
10	257.47	178.46
11	260.44	183.45
12	263.43	188.60
13	265.40	189.56
14	268.04	190.50
15	270.73	191.92

b. Wide Body Rates of Pay

MD-10/11, DC-10, B-777F, A-300/310

Year Group	CAP	F/O	S/O
1	\$208.63	\$63.42	\$61.17
2	231.79	143.88	92.52
3	232.25	144.08	109.21
4	233.19	146.96	123.61
5	234.11	149.91	126.70
6	235.06	152.89	129.87
7	236.00	155.95	133.11
8	236.94	159.06	136.44
9	237.88	162.25	139.85
10	240.63	166.79	144.04
11	243.39	171.45	148.37
12	246.19	176.25	152.82
13	248.03	177.15	153.21
14	250.52	178.04	153.58
15	253.02	179.37	153.96

c. Narrow Body Rates of Pay

B-727, B-737, B-757

Year Group	CAP	F/O	S/O
1	\$176.86	\$61.17	\$61.17
2	196.53	117.92	78.47
3	197.52	122.71	92.83
4	198.61	125.40	105.60
5	199.73	128.16	108.24
6	200.82	131.00	110.94
7	201.91	133.87	113.71
8	203.03	136.81	116.55
9	204.14	139.82	119.47
10	206.48	144.85	124.25
11	208.86	150.09	129.23
12	211.25	155.49	134.38
13	213.37	156.26	134.72
14	215.52	157.03	135.06
15	218.10	157.82	135.40

2. Hourly Rates – Effective First Day of March 2012 Bid Period

In the event the Association elects to exercise early reopening of this Agreement pursuant to Section 31.D.2., Section 3.C.2. shall become null and void.

a. **A-380**

Year Group	CAP	F/O
1	\$229.93	\$69.89
2	255.46	158.56
3	255.96	158.78
4	257.01	161.98
5	258.02	165.20
6	259.05	168.50
7	260.11	171.88
8	261.14	175.31
9	262.16	178.81
10	265.19	183.81
11	268.25	188.96
12	271.34	194.26
13	273.36	195.25
14	276.08	196.21
15	278.85	197.68

b. Wide Body Rates of Pay

MD-10/11, DC-10, B-777F, A-300/310

Year Group	CAP	F/O	S/O
1	\$214.89	\$65.32	\$63.01
2	238.74	148.20	95.30
3	239.22	148.40	112.49
4	240.19	151.37	127.32
5	241.13	154.40	130.50
6	242.11	157.48	133.77
7	243.08	160.63	137.10
8	244.05	163.83	140.54
9	245.01	167.11	144.05
10	247.85	171.79	148.36
11	250.69	176.60	152.82
12	253.58	181.54	157.41
13	255.48	182.46	157.81
14	258.03	183.38	158.19
15	260.61	184.76	158.58

c. Narrow Body Rates of Pay

B-727, B-737, B-757

Year Group	CAP	F/O	S/O
1	\$182.17	\$63.01	\$63.01
2	202.43	121.46	80.82
3	203.45	126.40	95.62
4	204.57	129.16	108.76
5	205.72	132.01	111.49
6	206.84	134.93	114.27
7	207.97	137.89	117.12
8	209.12	140.92	120.05
9	210.26	144.02	123.05
10	212.68	149.19	127.98
11	215.13	154.59	133.11
12	217.59	160.15	138.42
13	219.78	160.95	138.77
14	221.98	161.74	139.12
15	224.65	162.55	139.47

D. International Override

1. A pilot who blocks out (as a required crewmember, deadheading crewmember, SCA or LCA), on a flight segment that originates from, arrives at a destination of, or makes an intermediate stop at a location outside the contiguous 48 states, shall earn international override for the trip containing that flight segment. A pilot who shows for a standby in a location outside the contiguous 48 states shall also earn international override for that standby, regardless of whether he blocks out on any flights.
2. International override shall be paid in addition to all other compensation for a trip. International override shall be paid for trip guarantee and overage credit hours earned for that trip as follows:
 - a. Captain \$9.00 per hour
 - b. Relief Flight Officer \$7.00 per hour
 - c. First Officer \$7.00 per hour
 - d. Second Officer \$6.00 per hour

E. Checks

1. Pilots shall be paid by checks issued on the 15th and last days of each month.
 - a. The check issued on the 15th day of the month shall contain:
 - i. one-half of a new hire pilot's monthly salary; or
 - ii. one-half of a pilot's BLG/RLG as awarded, adjusted for phase-in; and
 - iii. debits for compensation previously received but not earned (e.g., OTP, drop, no-show); and
 - iv. credits for compensation earned above BLG/RLG from the previous bid period but not yet received; (e.g., make-up, overage); and
 - v. per diem earned in the previous bid period; and
 - vi. adjustments or reimbursements to the Company for other overpayments or underpayments. If an adjustment, other than an adjustment described in Section 3.E.1.a.iii., would reduce the pilot's check by 25% of his gross compensation or more, the adjustment may be made in a single lump sum, or in installments of 25% of the overpayment, at the pilot's option; provided, however, that:
 - (a) the pilot shall be given prior notice of any such adjustments; and
 - (b) any adjustment shall not exceed 25% of gross amount of the pilot's check without the pilot's consent; and
 - (c) the limits contained in this paragraph shall not apply to deductions the Company is required by law to make; and
 - (d) any adjustment shall not exceed the maximum adjustment permitted by law.
 - b. The check issued on the last day of the month shall contain the remaining one-half of his awarded BLG/RLG, adjusted for phase-in (25.F.) and any other required deductions as described in Section 3.E.1.a. (above).
2. A pilot may request automatic bank deposit of his payroll checks.