

Contract Amendable Date	Pilot Contract Provisions as of 9/28/18 / Actual CBA is governing						
	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas
	09/01/2021	10/31/2021	01/01/2015 In Negotiations 4 years	3/21/2021 Effective 3/21/2018	12/20/2020 Effective 12/20/2016	4/1/2022 Effective 4/1/2018	09/08/2016 In Negotiations 3 years
Compensation							
Maximum Longevity CA and FO Base Annual Salary (Current)	CA - \$301,957 FO - \$215,475 All Aircraft	CA - \$276,913 FO - \$196,318 767/ 777/A300/ MD-11	CA - \$178,378 FO - \$124,872 767 Pay Scale	CA - \$191,747 FO - \$129,558 767/757 Pay Scale	CA - \$201,339 FO - \$136,044 747/767 Pay Scale	CA - \$201,331 FO - \$136,044 767/777 Pay Scale	CA - \$158,710 FO - \$111,101 747 Pay Scale
% Behind Industry Freight Leader	Cargo Industry Leader	CA -12% FO -9%	CA - 41% FO - 42%	CA - 37% FO - 40%	CA -34% FO -37%	CA -34% FO -37%	CA -48% FO -49%
1 st Year FO Hourly Rate	\$47.44	\$78.51	\$51.92	\$76.11	\$106.63	\$113.02	\$79.60
Max Captain Hourly Rate in CBA (Highest rate at end of Current CBA)	\$337.65 09/01/2020	\$335.56 11/01/2020	\$218.61 Current max	\$281.87 03/01/2021	\$286.28 12/20/2020	\$297.72 04/01/2021	\$213.32 Current max
Monthly Hourly Guarantee	75 – in 28 days 96 - in 35 days	81.25 (12 Bid Period Equivalent)	68	65 (12 Bid Period Equivalent)	64	64	62 (50 MPG first year)
Per Diem	Domestic - \$2.60/Hr International - \$3.35/\$3.45 EU/\$3.65 PR Subject to annual increases	Domestic - \$2.30/Hr International - \$3.15/ Hr	Domestic - \$2.17/Hr International - \$3.32/\$3.74 /Hr	Domestic - \$1.90/Hr International - \$2.80/Hr	Domestic - \$2.00/Hr International - \$2.90/Hr	Domestic - \$2.00/Hr International - \$2.90/Hr	Domestic - \$2.40/Hr International - \$2.40 Hr
International Override	CA/IRO - \$6.50/Hr FO - \$4.50/Hr	CA - \$10.00/Hr FO - \$8.00/Hr	CA - \$7/Hr FO - \$5.50/Hr	None	None	None	None

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Trip/ Duty/ Min day pay	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas
	Yes - All See Article 12	Yes - All Trip Rig 1:3.75 Duty Rigs 1:2/1.92/1.5	No	Trip Rig 1:6.4	No	No	Trip Rig 1:4.95
Deadhead Pay	100%	100%	100% on Company Aircraft; otherwise 50%	50%	50%	50%	35%
Benefits							
Retirement	12% Defined Contribution + Defined Benefit	8% Defined Contribution + Defined Benefit	7.5% Defined Contribution + Defined Benefit (FROZEN)	3.5% Defined Contribution + 401K Match: 50% up to 5% of gross	401K Match: 100% up to 5% of Gross (\$10K yearly cap)	401K Match: 100% up to 5% of Gross (\$10K yearly cap)	401K Match: 50% up to 10% of Gross
	Max Potential Co Contribution = 12% of Gross + Pension	Max Potential Co Contribution = 8% of Gross + Pension	Max Potential Co Contribution = 7.5% of Gross	Max Potential Co Contribution = 6% of Gross	Max Potential Co Contribution = 5% of Gross	Max Potential Co Contribution = 5% of Gross	Max Potential Co Contribution = 5% of Gross
Disability STD/LTD	LTD - Company paid STD - Company paid	LTD - Company paid STD - Company paid	LTD - Company paid STD - Company paid	LTD - Company paid STD - Company paid	LTD - Company offered, paid for by Crewmember STD - Company paid	LTD - Company paid STD - Company offered, paid for by Crewmember	LTD - Company paid STD – None, accrual of “catastrophic sick leave” instead
Domiciles/ Commute Clause	Domiciles ANC, MIA, ONT, SDF Missed trip policy	Domiciles LAX, MEM, ANC, CGN, HKG, IND	Domicile CVG Commute Clause -trip make up if missed trip or pay reduction	Home Base	Home Base	Home Base	Gateway Basing
Minimum Days Off	11 in 28	13 in 28 16 in 35 19 in 42	13 in 30 14 in 31	12 in 28	14 in 30 15 in 31	12 + 2 “Override Days” in 30	13 in 30 14 in 31

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	143 Days Off per year	169 Days off per year	161 Days Off per year	156 Days Off per year	173 Days Off per year	13 + 2 "Override Days" in 31 173 Days Off + Override days per year	161 Days Off per year
Vacation	1-4 yrs - 14 days 5-10 yrs - 21 days 11-19 yrs - 28 days 20+ yrs - 35 days	1-4 yrs - 15 days 5-9 yrs - 22 days 10-19 yrs - 29 days 20+ yrs - 36 days	1-4 yrs - 14 days 5-15 yrs - 21 days 15+ yrs - 28 days *Vacation deducted on Work Day only	1-4 yrs - 14 days 5-15 yrs - 21 days 15+ yrs - 28 days *Vacation can be deducted on Day Off	1-4 yrs - 14 days 5+ yrs - 21 days *Vacation deducted on Work Day only	1-6 yrs - 12 days 7-9 yrs - 14 days 10+ yrs - 18 days *Vacation deducted on Work Day only	1-5 yrs - 14 days 6+ yrs - 21 days *Vacation deducted on Work Day only
Sick Days	5.5 Hours / Pay Period Max 148 Hours; increasing to 218 hours during CBA Excess is paid out. Sick bank is paid out on end of career.	72 Hours / Year Disability sick account with Max accrual of 686 hours Sick bank is paid out on end of career.	12 Days / Year No Cap Value = 100% pay of one work day	26 Days / Year Max 90 Value = 2.14 hrs	8 Days / Year Max 42 Value = 100% pay of one work day	7 Days / Year Max 75 Value = 100% pay of one work day	12 Days / Year Max 24 24 Catastrophic Days / Year No cap Value = 100% pay of one work day
Other – Scheduling, Bonus Pay, Etc.							
Blocks of Time Off	60% of lines 56-day bid two blocks of 6 days off plus 2 blocks of 4 days off (min block 2 days off) Remaining lines 4 blocks of 3 days off plus 2 blocks of 4 days off.	4-week period must have at least 1 block of 4 days off, 1 block of 3 and 1 block of 2. 5-week period must have at least 1 block of 4 days off, 2 blocks of 3, 1	50% or greater of regular lines of time will contain a minimum of one 13-day block of Days Off in a 30-day bid period or one 14-day block of Days off in a 31 day bid period.	Block of at least 5 Days Off for domestic freight operations. Minimum 3 days off between trips for AMC operations, except first and last 3 days of bid cycle.	Maximum of 2 blocks of days off, with at least 5 days off in any block. 5-day minimum block does not apply to lines at the start/end of a bid period.	At least 2 blocks of Days Off, with at least 4 Days Off in any block. The 2 blocks of a minimum 4 Days Off may be combined for 8 or more days off in a single block.	At least 7 days off after a block of 17 days on. Minimum block of 5 days off with some exceptions.

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		block of 2 days off. 6-week period 1 block of 4 days off, 3 blocks of 3 days off, 1 block of 2 days off. Blocks of days off may be combined.	All remaining regular lines will be constructed to include at least one block of 5 days off and one block of 6 days off.				
Emergency Assignment	150% pay above Min and credit cap, plus mileage/hotel/per diem airfare if pilot lives more than 50 miles from domicile	150% pay plus other credit incentives	Six Emergency Assignment days paid at 4.5 hours per day or scheduled or actual flight time (greater) over guarantee plus 2.5 hours for the first day and 1.5 hours each day thereafter. Limit 6 per calendar year then granted a day off for each Emergency Assignment over 6. Emergency Assignment pay can be earned on a work day. Cannot extend trips into work days without	Six Emergency Assignment events limit per calendar year. (events can be multiple day trips) Each event will be paid at 4 hours above guarantee for each lost day and the flight hours will be towards guarantee hours. A crewmember may take a day off in the current bid period or subsequent period in lieu of the 4 premium hours.	No involuntary assignment.	Company cannot involuntarily call a pilot out from Days Off to work. Company can involuntarily hold a pilot over into his Days Off (max 4 consecutive days each month, reduced to 3 in 2021). Pilot cannot be involuntarily assigned more than twice in any rolling 3-month period. Hours flown are paid above guarantee plus flat rates for each consecutive day off violated:	Company cannot involuntarily call a pilot out from Days Off to work. Company can involuntarily hold a reserve pilot into his Days Off (max 3 days each month). Company can hold a line holder pilot over into his Days Off to complete scheduled trip. Hours flown are paid above guarantee, plus credits for each consecutive day off violated: Day 1 – 2 credits Day 2 - 4 credits Day 3 - 6 credits

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			paying a premium.	Emergency Assignment pay only earned on an off day. Can extend trips into work days without paying a premium.		Day 1 - \$300/day Day 2 - \$400/day Day 3 - \$500/day	Day 4 - 12 credits
Reassignment	Permitted under certain conditions / Pay 2 additional hours per conditions listed in CBA	Trip substitution with restrictions and pay. 125%	Pilots can be reassigned for certain circumstances beyond company's control and customer changes – pay 4.5 hours or scheduled / actual flight time whichever is greater on top of Monthly guarantee.	Pilots can be reassigned for circumstances outside company's control – no additional pay due. Pilots can be reassigned due to customer requirement – 1 hour pay for each layover in different city.	Pilots can be reassigned. No additional pay.	Pilots can be reassigned. No additional pay.	Pilots can be reassigned. No additional pay.
Peak Period	N/A	N/A	N/A	November 14 – December 24 all pilots will operate and perform their assignments up to FARs. For each day less than 12 days off in a bid period, pilot will receive	N/A	N/A	N/A

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				4 hours above guarantee.			
Business Class Travel	Travel exceeding 2 segments	Travel exceeds 5 hours	Int'l travel exceeding 8 hours	Int'l travel exceeding 8 hours	Int'l travel exceeding 3 hours	Int'l travel exceeding 3 hours	Int'l Travel
	Domestic travel exceeding 5 hours	Travel in duty period exceeding 11.5 hours	Domestic/Int'l travel exceeding 12 hours combined	Domestic/Int'l travel exceeding 12 hours combined		Travel in duty period exceeding 16 hours	Travel in duty period exceeding 16 hours
	Travel in Europe exceeding 3.5 hours	Travel when travel + flight exceed 8 hours					
		Fully Int'l travel exceeding 2.5 hours					
Other	Catering on all flights	Catering on all flights Trip trades permitted, reserve and trip dropping permitted. 24-hour long call reserve	Scheduling restrictions for line holders on Flex Days. Catering on International flight and all Amazon Flights not leaving CVG. Trips trades with open time and other pilots permitted. Pilots can restore days off by dropping trips due to month to month conflicts, training or vacation.	Trip RIG pay provision.			Catering on all flights

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