		Pilo	ot Contract Provision	s as of 9/28/18 / A	ctual CBA is governir	ng				
	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas			
Contract	09/01/2021	10/31/2021	01/01/2015	3/21/2021	12/20/2020	4/1/2022	09/08/2016			
Amendable			In Negotiations 4	Effective	Effective	Effective	In Negotiations 3			
Date			years	3/21/2018	12/20/2016	4/1/2018	years			
Compensation										
Maximum	CA - \$301,957	CA - \$276,913	CA - \$178,378	CA - \$191,747	CA - \$201,339	CA - \$201,331	CA - \$158,710			
Longevity CA	FO - \$215,475	FO - \$196,318	FO - \$124,872	FO - \$129,558	FO - \$136,044	FO - \$136,044	FO - \$111,101			
and FO Base	All Aircraft	767/777/A300/	767 Pay Scale	767/757 Pay	747/767 Pay	767/777 Pay	747 Pay Scale			
<b>Annual Salary</b>		MD-11		Scale	Scale	Scale				
(Current)										
% Behind	Cargo Industry	CA -12%	CA - 41%	CA – 37%	CA -34%	CA -34%	CA -48%			
Industry	Leader	FO -9%	FO – 42%	FO - 40%	FO -37%	FO -37%	FO -49%			
Freight										
Leader	<u> </u>				<u> </u>					
1 <sup>st</sup> Year FO	\$47.44	\$78.51	\$51.92	\$76.11	\$106.63	\$113.02	\$79.60			
Hourly Rate					<u> </u>					
Max Captain	\$337.65	\$335.56	\$218.61	\$281.87	\$286.28	\$297.72	\$213.32			
Hourly Rate	09/01/2020	11/01/2020	Current max	03/01/2021	12/20/2020	04/01/2021	Current max			
in CBA										
(Highest rate										
at end of										
Current CBA)	75 in 20 days	81.25	68	65	64	64	62			
Monthly	75 – in 28 days		80		64	04	(50 MPG first			
Hourly Guarantee	96 - in 35 days	(12 Bid Period		(12 Bid Period			•			
Per Diem	Domestic -	Equivalent)  Domestic -	Domestic -	Equivalent)  Domestic -	Domestic -	Domestic -	year) Domestic -			
Per Dieili	\$2.60/Hr	\$2.30/Hr	\$2.17/Hr	\$1.90/Hr	\$2.00/Hr	\$2.00/Hr	\$2.40/Hr			
	عد.60/ ۱nternational -	32.30/П International -	۶۲.۱۲/۱۱ International -	ا المراوعة - International	عد.00/ ۱nternational -	عد.00/ ۱ - International	S2.40/Fil			
	\$3.35/\$3.45	\$3.15/ Hr	\$3.32/\$3.74 /Hr	\$2.80/Hr	\$2.90/Hr	\$2.90/Hr	\$2.40 Hr			
	EU/\$3.65 PR	λο.το/ III	75.52/75.74 /111	γ2.00/11I	<b>32.30/111</b>	92.30/11I	92.40 III			
	Subject to annual									
	increases									
International	CA/IRO -	CA - \$10.00/Hr	CA - \$7/Hr	None	None	None	None			
Override	\$6.50/Hr	FO - \$8.00/Hr	FO - \$5.50/Hr	None	None	None	None			
Oterride	FO - \$4.50/Hr	1.5 90.00/111	. 5 45.56/111							
	10 94.30/111									

Trip/ Duty/ Yes - All Yes - All Yes - All No Trip Rig 1:3.75 Duty Rigs 1:2/1.92/1.5 No Trip Rig 1:6.4 No No No Trip Rig 1:4.95  Deadhead Pay			Pilo	ot Contract Provision	s as of 9/28/18 / A	ctual CBA is governir	ıg	
See Article 12		UPS				Kalitta Air	Omni	
Deachead Pay 100% 100% 100% on Company Aircraft; otherwise 50% 12/Location of Company Aircraft; otherwise 50% 12% Defined Contribution Contribution Contribution Contribution Pension Pension 12% of Gross + Pension Pipaid STD - Company paid SDF - COMPAN SDF	* * * * * * * * * * * * * * * * * * * *			No	Trip Rig 1:6.4	No	No	Trip Rig 1:4.95
Deadhead Pay	Min day pay	See Article 12						
Deadhead Pay			, ,					
Pay   Company Aircraft; otherwise 50%			· · · · · · · · · · · · · · · · · · ·					
Retirement    12% Defined Contribution Contribution + + + + + + + + + + + + + + + + + + +		100%	100%		50%	50%	50%	35%
Retirement 12% Defined Contribution + + + Defined Benefit   Defined Benefit   Contribution = 12% of Gross + Pension   Pension   Pension   Pension   Pension   Pension   Paid   Pa	Pay			•				
Retirement    12% Defined Contribution								
Retirement   12% Defined   28% Defined   Contribution   Contribu					of:to			
Contribution + Defined Benefit Defined Benefit Contribution + Defined Benefit Defined Benefit Contribution + Defined Benefit Defined Benefit (FROZEN) Sow up to 5% of gross (\$10K yearly cap)  Max Potential Co Contribution = 12% of Gross + Pension  Disability STD/LTD  Disability STD/LTD  Domiciles/ Commute Clause  Contribution = Domiciles And, MIA, ONT, LAX, MEM, ANC, Commute Clause  Contribution + H	Dotinomont	120/ Defined	90/ Defined			401K Matek	401K Matek	401K Match
+ + + + + + + + Gross (\$10K yearly cap)  Defined Benefit Defined Benefit Defined Benefit (FROZEN)  Max Potential Co Contribution = 12% of Gross + Pension  Disability STD/LTD  Disability STD/LTD  Disability STD/LTD  Disability STD/Company paid  STD - Company paid  ST	Retirement							
Defined Benefit (FROZEN)  Max Potential Co Contribution = 12% of Gross + Pension  Disability STD/LTD  Disability STD/LTD  Domiciles/ Commute Clause  Defined Benefit (FROZEN)  Domiciles (FROZEN)  Defined Benefit (FROZEN)  Domiciles (FROZEN)  Domiciles (PROZEN)  Domiciles						•	•	-
Max Potential Co Contribution = 12% of Gross + Pension    Co Contribution				•		• •	• • •	01033
Max Potential Co Contribution = 12% of Gross + Pension  LTD - Company paid STD - Company Paid		Defined Benefit	Defined Benefit			yearry capy	yearry eap;	
Max Potential Co Contribution = 12% of Gross + Pension  Disability STD/LTD  Disability STD-Company paid STD-Company STD-None, accrual of by Crewmember STD-Company offered, paid for by Crewmember STD-Company offered, paid for by Crewmember structural for Coatastrophic sick leave" instead Commute Clause  Domiciles Commute Clause				(11102211)	· ·			
Contribution = 12% of Gross + Pension		Max Potential Co	Max Potential	Max Potential Co	•	Max Potential Co	Max Potential Co	Max Potential Co
Pension   Pens		Contribution		Contribution	Co Contribution		Contribution	
Disability STD/LTD   LTD - Company paid STD - Company paid STD - Company paid STD - Company paid some paid STD - Company offered, paid for by Crewmember STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Company paid STD - Company paid STD - Company offered, paid for by Crewmember ("catastrophic sick leave" instead STD - Company paid STD - Co		= 12% of Gross +	= 8% of Gross +	= 7.5% of Gross	= 6% of Gross	= 5% of Gross	= 5% of Gross	= 5% of Gross
STD/LTD  paid  STD - Company paid  STD - Company paid  STD - Company paid  Domiciles/ Clause  paid  paid  paid  paid  paid  STD - Company offered, paid for by Crewmember  STD - Company offered, paid for by Crewmember  "catastrophic sick leave" instead  Home Base  Home Base  Home Base  Home Base  Gateway Basing  Commute Clause		Pension	Pension					
STD/LTD  paid  STD - Company paid  STD - Company paid  STD - Company paid  Domiciles/ Clause  paid  paid  paid  paid  paid  STD - Company offered, paid for by Crewmember  STD - Company offered, paid for by Crewmember  "catastrophic sick leave" instead  Home Base  Home Base  Home Base  Home Base  Gateway Basing  Commute Clause								
STD - Company paid paid paid paid paid paid paid paid	Disability	LTD - Company	LTD - Company	LTD - Company	LTD - Company	LTD - Company	LTD - Company	LTD - Company
paid paid paid paid paid paid paid STD - Company paid offered, paid for by Crewmember "catastrophic sick leave" instead  Domiciles/ Commute ANC, MIA, ONT, LAX, MEM, ANC, CVG Clause SDF CGN, HKG, IND Commute Clause	STD/LTD	•		•	•	• •	•	•
Domiciles   Home Base   Home Base   Home Base   Gateway Basing   Gateway Basing   Clause   SDF   CGN, HKG, IND   Commute Clause   Clause   Commute Clause   Commute Clause   Catastrophic sick   Ieave" instead   Ieave" inste		•		· · · · · · · · · · · · · · · · · · ·		<u> </u>	• •	•
Domiciles/ Commute ANC, MIA, ONT, LAX, MEM, ANC, CVG Clause  SDF CGN, HKG, IND Commute Clause		paid	paid	paid	paid		•	
Domiciles/ Commute ClauseDomicilesDomicilesDomicileHome BaseHome BaseHome BaseHome BaseHome BaseANC, MIA, ONT, ClauseLAX, MEM, ANC, CGN, HKG, INDCVG						paid	by Crewmember	
Commute ANC, MIA, ONT, LAX, MEM, ANC, CVG Clause SDF CGN, HKG, IND Commute Clause				5	5		5	
Clause SDF CGN, HKG, IND Commute Clause					Home Base	Home Base	Home Base	Gateway Basing
	Clause	SDF	CGN, HKG, IND					
Missed trip policy missed trip or		Missad trip policy		· · · · · · · · · · · · · · · · · · ·				
pay reduction		wiisseu trip policy		•				
Minimum 11 in 28 13 in 28 13 in 30 12 in 28 14 in 30 12 + 2 "Override 13 in 30	Minimum	11 in 28	13 in 28		12 in 28	14 in 30	12 + 2 "Override	13 in 30
Days Off 16 in 35 14 in 31 15 in 31 Days" in 30 14 in 31		11 111 20			12 111 20			
19 in 42	Duy3 011			14 111 31		15 111 51	Day 5 111 30	14 111 31

		Pilo	ot Contract Provision	s as of 9/28/18 / Ad	ctual CBA is governin	ıg	
	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas
	143 Days Off per year	169 Days off per	161 David Off man	456 Davis Off a sa	473 Davis Off a sin	13 + 2 "Override Days" in 31	161 Davis Off man
		year	161 Days Off per year	156 Days Off per year	173 Days Off per year	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	1-4 yrs - 15 days 5-9 yrs - 22 days 10-19 yrs - 29 days	1-4 yrs - 14 days 5-15 yrs - 21 days 15+ yrs - 28 days	1-4 yrs - 14 days 5-15 yrs - 21 days 15+ yrs - 28 days	1-4 yrs - 14 days 5+ yrs - 21 days	1-6 yrs - 12 days 7-9 yrs - 14 days 10+ yrs - 18 days	1-5 yrs - 14 days 6+ yrs - 21 days
	20+ yrs - 35 days	20+ yrs - 36 days	*Vacation deducted on Work Day only	*Vacation can be deducted on Day Off	*Vacation deducted on Work Day only	*Vacation deducted on Work Day only	*Vacation deducted on Work Day only
Sick Days	5.5 Hours / Pay Period Max 148 Hours;	72 Hours / Year  Disability sick	12 Days / Year No Cap	26 Days / Year Max 90	8 Days / Year Max 42	7 Days / Year Max 75	12 Days / Year Max 24
	increasing to 218 hours during CBA  Excess is paid	account with Max accrual of 686 hours	Value = 100% pay of one work day	Value = 2.14 hrs	Value = 100% pay of one work day	Value = 100% pay of one work day	24 Catastrophic Days / Year No cap
	out. Sick bank is paid out on end of career.	Sick bank is paid out on end of career.					Value = 100% pay of one work day
			Other - Scheduling,				
Blocks of Time Off	60% of lines 56- day bid two blocks of 6 days	4-week period must have at least 1 block of	50% or greater of regular lines of time will contain	Block of at least 5 Days Off for domestic freight	Maximum of 2 blocks of days off, with at least 5	At least 2 blocks of Days Off, with at least 4 Days Off	At least 7 days off after a block of 17 days on.
	off plus 2 blocks of 4 days off (min block 2 days off) Remaining lines 4	4 days off, 1 block of 3 and 1 block of 2. 5-week period	a minimum of one 13-day block of Days Off in a 30-day bid period	operations. Minimum 3 days off between trips for AMC	days off in any block. 5-day minimum block does not apply to	in any block. The 2 blocks of a minimum 4 Days Off may be	Minimum block of 5 days off with some exceptions.
	blocks of 3 days off plus 2 blocks of 4 days off.	must have at least 1 block of 4 days off, 2 blocks of 3, 1	or one 14-day block of Days off in a 31 day bid period.	operations, except first and last 3 days of bid cycle.	lines at the start/end of a bid period.	combined for 8 or more days off in a single block.	

		Pilo	ot Contract Provision	s as of 9/28/18 / A	ctual CBA is governin	ng	
	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas
		block of 2 days	All remaining				
		off.	regular lines will				
		6-week period 1	be constructed to				
		block of 4 days	include at least				
		off, 3 blocks of 3	one block of 5				
		days off, 1 block	days off and one				
		of 2 days off.	block of 6 days				
		Blocks of days	off.				
		off may be					
		combined.					
Emergency	150% pay above	150% pay plus	Six Emergency	Six Emergency	No involuntary	Company cannot	Company cannot
Assignment	Min and credit	other credit	Assignment days	Assignment	assignment.	involuntarily call a	involuntarily call
	cap, plus	incentives	paid at 4.5 hours	events limit per		pilot out from	a pilot out from
	mileage/		per day or	calendar year.		Days Off to work.	Days Off to work.
	hotel/per diem		scheduled or	(events can be			_
	airfare if pilot		actual flight time	multiple day		Company can	Company can
	lives more than		(greater)	trips)		involuntarily hold	involuntarily hold
	50 miles from		over guarantee	Each event will		a pilot over into	a reserve pilot
	domicile		plus 2.5 hours for	be paid at 4		his Days Off (max	into his Days Off
			the first day and	hours above		4 consecutive	(max 3 days each
			1.5 hours each	guarantee for		days each month,	month). Company
			day thereafter.	each lost day		reduced to 3 in	can hold a line
			Limit 6 per	and the flight		2021). Pilot	holder pilot over
			calendar year	hours will be		cannot be	into his Days Off
			then granted a	towards		involuntarily	to complete
			day off for each	guarantee		assigned more	scheduled trip.
			Emergency	hours.		than twice in any	(1
			Assignment over	A crewmember		rolling 3-month	Hours flown are
			6. Emergency	may take a day		period.	paid above
			Assignment pay	off in the		House flavor and	guarantee, plus
			can be earned on	current bid		Hours flown are	credits for each
			a work day.	period or		paid above	consecutive day
			Cannot extend	subsequent		guarantee plus	off violated:
			trips into work	period in lieu of		flat rates for each	Day 1 – 2 credits
			days without	the 4 premium		consecutive day	Day 2 - 4 credits
				hours.		off violated:	Day 3 - 6 credits

		Pilo	ot Contract Provision	s as of 9/28/18 / A	ctual CBA is governir	ng	
	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas
			paying a	Emergency		Day 1 - \$300/day	Day 4 - 12 credits
			premium.	Assignment pay		Day 2 - \$400/day	
				only earned on		Day 3 - \$500/day	
				an off day. Can			
				extend trips into			
				work days			
				without paying			
				a premium.			
Reassignment	Permitted under	Trip substitution	Pilots can be	Pilots can be	Pilots can be	Pilots can be	Pilots can be
	certain	with restrictions	reassigned for	reassigned for	reassigned. No	reassigned. No	reassigned. No
	conditions / Pay	and pay.	certain	circumstances	additional pay.	additional pay.	additional pay.
	2 additional	125%	circumstances	outside			
	hours per		beyond	company's			
	conditions listed		company's	control – no			
	in CBA		control and	additional pau			
			customer	due. Pilots can			
			changes – pay 4.5	be reassigned			
			hours or	due to customer			
			scheduled /	requirement – 1			
			actual flight time	hour pay for			
			whichever is	each layover in			
			greater on top of	different city.			
			Monthly				
			guarantee.				
Peak Period	N/A	N/A	N/A	November 14 –	N/A	N/A	N/A
				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			

			ot Contract Provision	s as of 9/28/18 / A	ctual CBA is governir	ng	
	UPS	FedEx	ABX Air	ATI	Kalitta Air	Omni	Atlas
				4 hours above			
				guarantee.			
Business	Travel exceeding	Travel exceeds 5	Int'l travel	Int'l travel	Int'l travel	Int'l travel	Int'l Travel
Class Travel	2 segments	hours	exceeding 8	exceeding 8	exceeding 3 hours	exceeding 3 hours	Transal in duty
	Domestic travel	Travel in duty	hours	hours		Travel in duty	Travel in duty period exceeding
	exceeding 5	period	Domestic/Int'l	Domestic/Int'l		period exceeding	16 hours
	hours	exceeding 11.5	travel exceeding	travel exceeding		16 hours	10 110013
	110013	hours	12 hours	12 hours		10 110013	
	Travel in Europe		combined	combined			
	exceeding 3.5	Travel when					
	hours	travel + flight					
		exceed 8 hours					
		Fully Int'l travel					
		exceeding 2.5					
		hours					
Other	Catering on all	Catering on all	Scheduling	Trip RIG pay			Catering on all
	flights	flights Trip trades	restrictions for line holders on	provision.			flights
		permitted,	Flex Days.				
		reserve and trip	Catering on				
		dropping	International				
		permitted.	flight and all				
		24-hour long	Amazon Flights				
		call reserve	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.				
			or vacation.				

Pilot Contract Provisions as of 9/28/18 / Actual CBA is governing										
	UPS FedEx ABX Air ATI Kalitta Air Omni Atlas									