



CONTRACT COMPARISON APRIL 2023

Frontier Airlines
Master Executive Council



Pilot Contract Comparison



*Synopsis of Pay Rates, Work Rules,
Scope and Benefits for:*

Alaska - ALA

*American - AAL (APA)**

Delta - DAL

Frontier - FFT

Hawaiian - HAL

JetBlue - JBU

*Southwest - SWA (SWAPA)**

Spirit - SPA

*United – UAL**

* Denotes Airlines currently in Section 6 negotiations

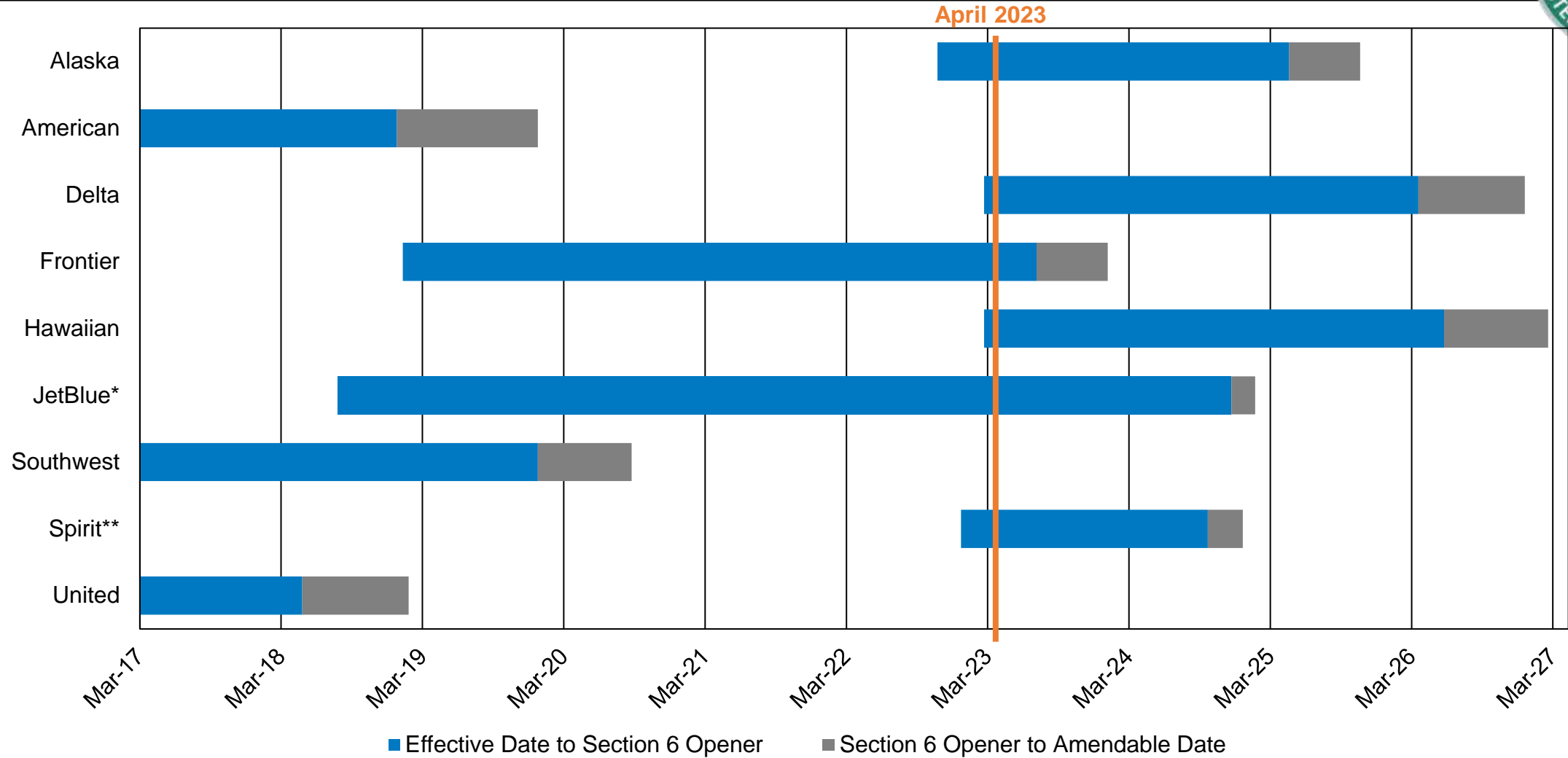


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Agreement Dates



*JetBlue may serve Section 6 Notice any time 30 days after termination of planned JetBlue/Spirit merger

**Spirit becomes amendable upon abandonment of Spirit/JetBlue merger



Scope Summary

Scope Summary – “X” to indicate language is present relating to that subject



Carrier	Successorship	Merger and Labor Protections	Subcontracting	Fragmentation / Transfer of Assets	Alter Ego / Change in Control	Domestic and International Code Share	Express Requirements Small Jet
Alaska	X	X	X	X	X	X	X
American	X	X	X	X	X	X	X
Delta	X	X	X	X	X	X	X
Frontier	X	X	X	X	X	X	
Hawaiian	X	X	X	X	X	X	X
JetBlue	X	X	X	X	X	X	X
Southwest	X	X	X	X	X	X	
Spirit	X	X	X	X	X	X	X
United	X	X	X	X	X (No Alter Ego)	X	X



Composite Hourly Pay Rates

A321/A320/A319/B737-900/800/700 – Captain Pay Rates

Rates Effective for April 1, 2023



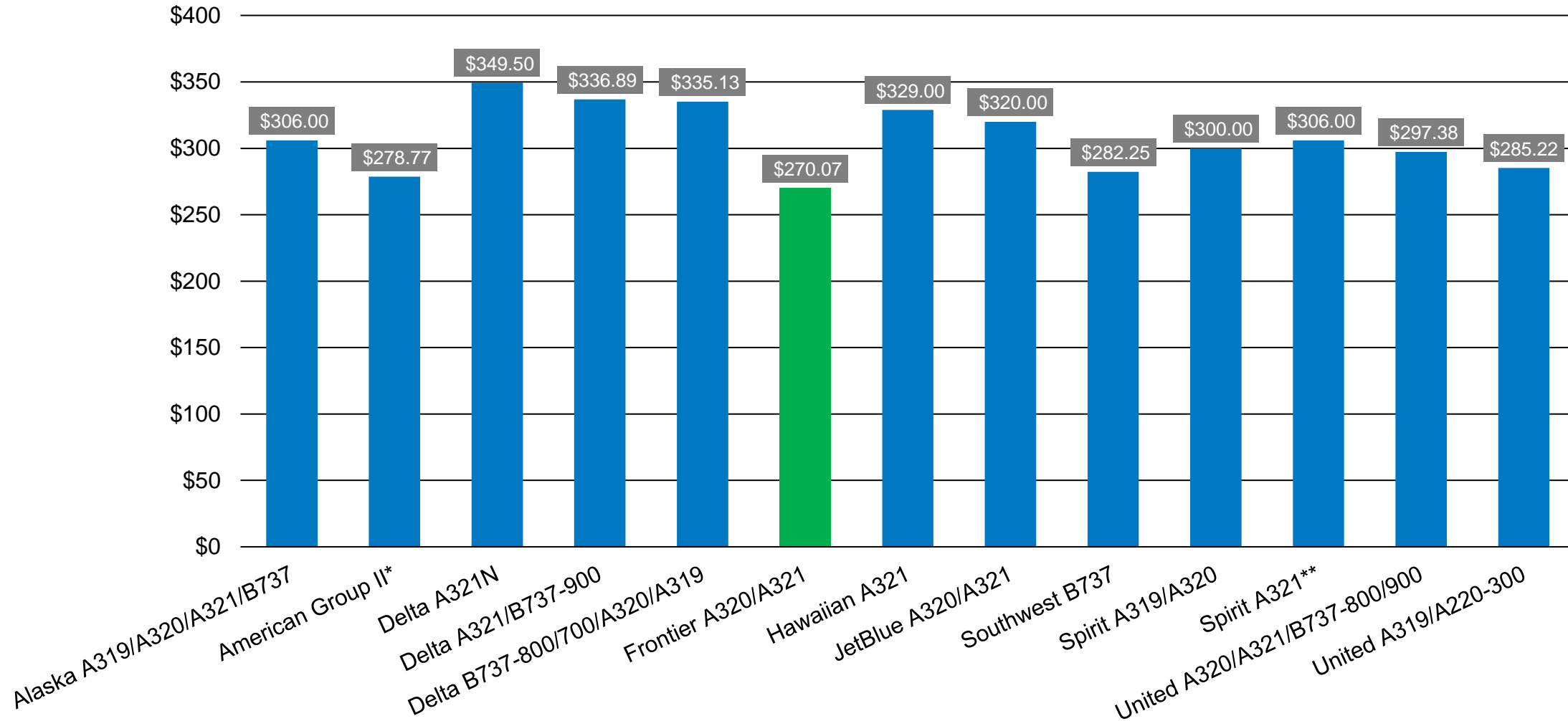
Airline	Effective	Equipment	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
Alaska	09/01/2022	B737/A320	\$277.65	\$280.15	\$282.69	\$285.28	\$287.83	\$290.47	\$293.04	\$295.61	\$298.22	\$300.77	\$303.40	\$306.00
American*	01/01/2019	Group II	\$255.63	\$257.66	\$259.71	\$261.82	\$263.95	\$266.05	\$268.14	\$270.24	\$272.36	\$274.46	\$276.63	\$278.77
Delta	01/01/2023	A321N	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
Delta	01/01/2023	A321	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
Delta	01/01/2023	A320/319	\$307.69	\$310.09	\$312.52	\$315.06	\$317.60	\$320.10	\$322.59	\$325.11	\$327.65	\$330.13	\$332.67	\$335.13
Frontier	03/01/2023	A320/A321	\$202.76	\$219.47	\$222.88	\$227.43	\$229.70	\$231.98	\$235.57	\$242.59	\$248.64	\$254.87	\$259.94	\$270.07
Hawaiian	03/02/2023	A321	\$301.90	\$304.35	\$306.84	\$309.30	\$311.77	\$314.23	\$316.69	\$319.16	\$321.62	\$324.07	\$326.54	\$329.00
JetBlue	03/01/2023	A320/A321	\$290.35	\$292.97	\$295.62	\$298.33	\$301.00	\$303.76	\$306.45	\$309.13	\$311.86	\$314.53	\$317.28	\$320.00
Southwest	09/01/2020	B737	\$248.74	\$251.77	\$254.84	\$257.87	\$260.74	\$263.98	\$267.01	\$270.06	\$273.12	\$276.15	\$279.20	\$282.25
Spirit	01/01/2023	A319/A320	\$251.49	\$254.64	\$257.95	\$261.31	\$264.70	\$268.14	\$271.63	\$275.16	\$278.74	\$285.83	\$292.91	\$300.00
Spirit**	01/01/2023	A321	\$256.52	\$259.73	\$263.11	\$266.54	\$269.99	\$273.50	\$277.06	\$280.66	\$284.31	\$291.55	\$298.77	\$306.00
United	12/01/2022	A320/A321	\$272.98	\$275.09	\$277.27	\$279.53	\$281.77	\$284.00	\$286.23	\$288.45	\$290.65	\$292.90	\$295.16	\$297.38
United	12/01/2022	A319	\$261.49	\$263.66	\$265.82	\$267.95	\$270.11	\$272.29	\$274.43	\$276.58	\$278.75	\$280.88	\$283.04	\$285.22

*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

**Spirit A321: Payrates for the A321 are applied as override to all pilots flying all aircraft. The override is calculated as 10% of the ratio of A321 block hours flown to all aircraft block hours flown. The override is applied on a monthly lookback basis.

A321/A320/A319/B737-900/800/700 – 12 Year Captain Rate

Rates Effective for April 1, 2023

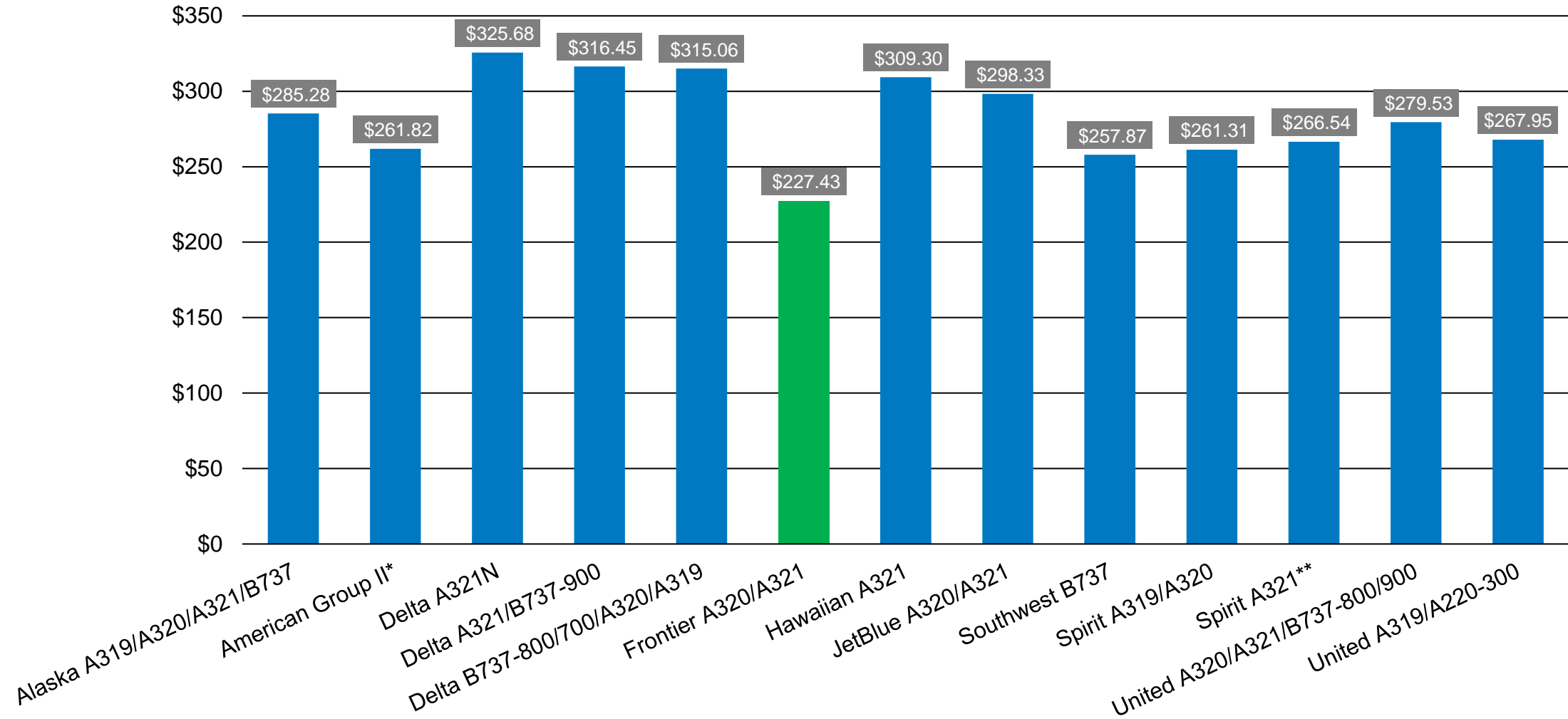


*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

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A321/A320/A319/B737-900/800/700 – 4 Year Captain Rate

Rates Effective for April 1, 2023

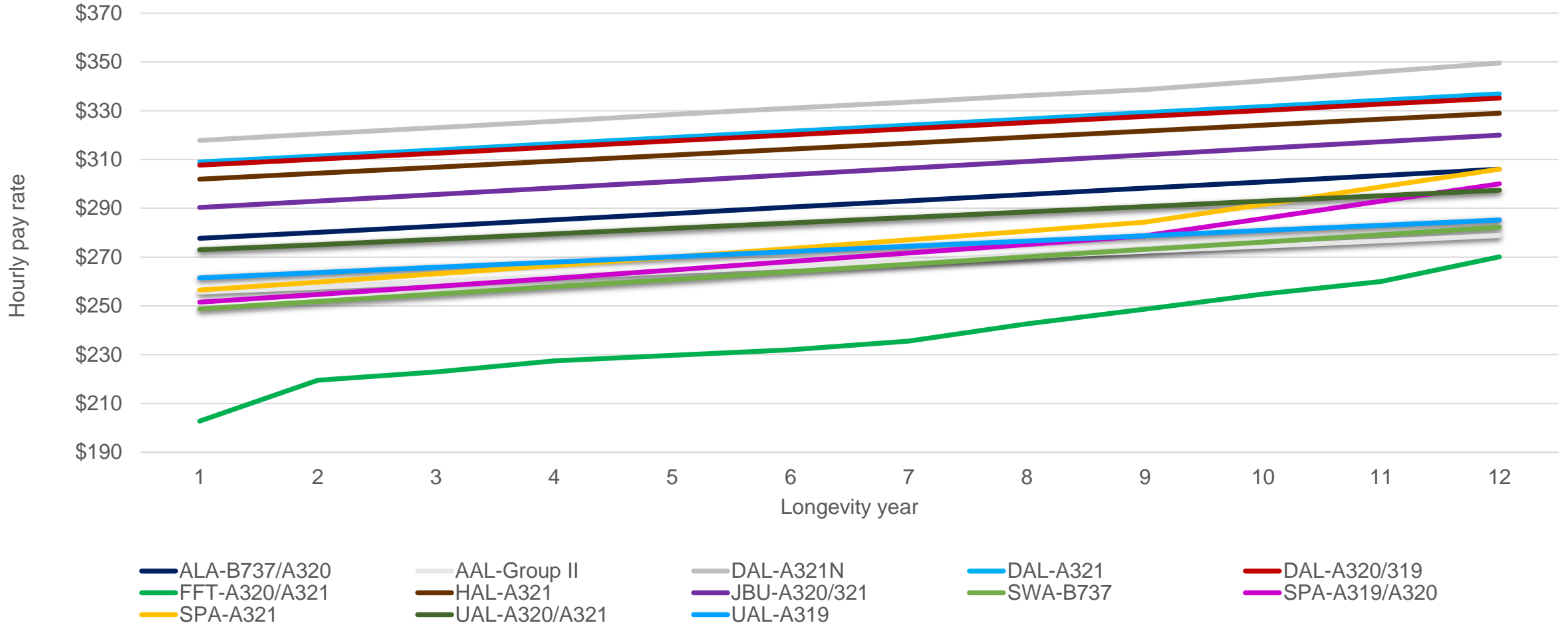


*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

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A321/A320/A319/B737-900/800/700 – Captain Pay Rates

Rates Effective for April 1, 2023



*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

**Spirit A321: Payrates for the A321 are applied as override to all pilots flying all aircraft. The override is calculated as 10% of the ratio of A321 block hours flown to all aircraft block hours flown. The override is applied on a monthly lookback basis.

A321/A320/A319/B737-900/800/700 – Captain Pay Slope

Rates Effective for April 1, 2023



Longevity Years	ALA B737/A320	AAL* Group II	DAL A321N	DAL A321	DAL A320/319	FFT A320/A321	HAL A321	JBU A320/321	SWA B737	SPA A319/A320	SPA** A321	UAL A320/A321	UAL A319
1-2	0.90%	0.79%	0.85%	0.79%	0.78%	8.24%	0.81%	0.90%	1.22%	1.25%	1.25%	0.77%	0.83%
2-3	0.91%	0.80%	0.81%	0.78%	0.78%	1.55%	0.82%	0.91%	1.22%	1.30%	1.30%	0.79%	0.82%
3-4	0.92%	0.81%	0.81%	0.81%	0.81%	2.04%	0.80%	0.92%	1.19%	1.30%	1.30%	0.82%	0.80%
4-5	0.89%	0.81%	0.85%	0.81%	0.81%	1.00%	0.80%	0.89%	1.11%	1.30%	1.30%	0.80%	0.81%
5-6	0.92%	0.80%	0.78%	0.80%	0.79%	0.99%	0.79%	0.92%	1.24%	1.30%	1.30%	0.79%	0.81%
6-7	0.88%	0.79%	0.74%	0.79%	0.78%	1.55%	0.78%	0.88%	1.15%	1.30%	1.30%	0.79%	0.79%
7-8	0.88%	0.78%	0.83%	0.78%	0.78%	2.98%	0.78%	0.88%	1.14%	1.30%	1.30%	0.78%	0.78%
8-9	0.88%	0.78%	0.71%	0.80%	0.78%	2.49%	0.77%	0.88%	1.13%	1.30%	1.30%	0.76%	0.78%
9-10	0.86%	0.77%	1.07%	0.74%	0.76%	2.51%	0.76%	0.86%	1.11%	2.54%	2.54%	0.77%	0.76%
10-11	0.87%	0.79%	1.08%	0.78%	0.77%	1.99%	0.76%	0.87%	1.10%	2.48%	2.48%	0.77%	0.77%
11-12	0.86%	0.77%	1.03%	0.78%	0.74%	3.90%	0.75%	0.86%	1.09%	2.42%	2.42%	0.75%	0.77%
Average	0.89%	0.79%	0.87%	0.79%	0.78%	2.66%	0.78%	0.89%	1.16%	1.62%	1.62%	0.78%	0.79%

*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

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A321/A320/A319/B737-900/800/700 – First Officer Pay Rates

Rates Effective for April 1, 2023



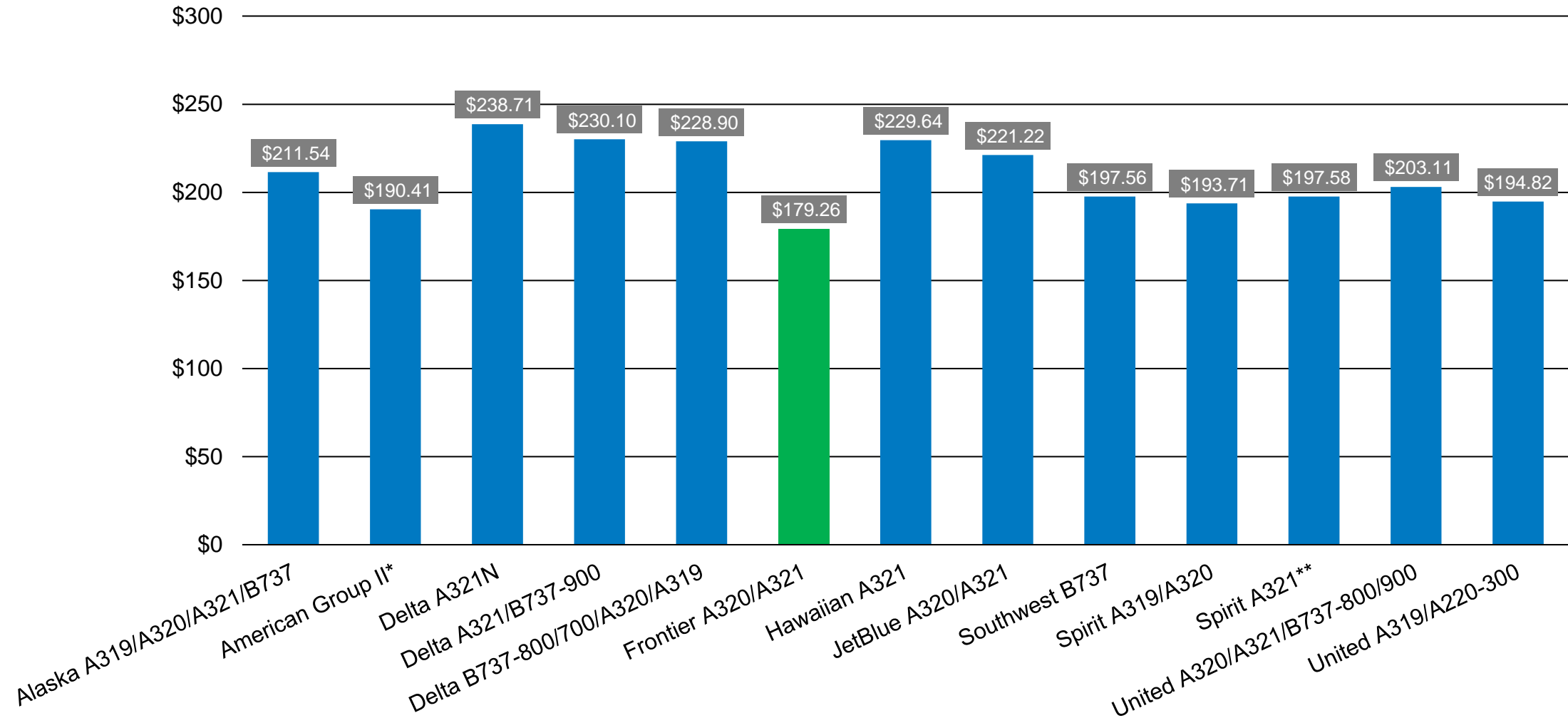
Airline	Effective	Equipment	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
Alaska	09/01/2022	B737/A320	\$100.00	\$148.55	\$172.02	\$179.08	\$186.25	\$191.80	\$197.12	\$201.85	\$204.08	\$207.48	\$209.50	\$211.54
American*	01/01/2019	Group II	\$90.93	\$137.85	\$161.29	\$165.20	\$169.19	\$173.46	\$178.30	\$182.42	\$184.39	\$186.91	\$188.66	\$190.41
Delta	01/01/2023	A321N	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
Delta	01/01/2023	A321	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
Delta	01/01/2023	A320/319	\$108.34	\$165.91	\$194.09	\$198.81	\$203.59	\$208.68	\$214.50	\$219.46	\$221.80	\$224.80	\$226.87	\$228.90
Frontier	03/01/2023	A320/A321	\$100.00	\$118.74	\$127.55	\$134.77	\$142.97	\$148.88	\$155.68	\$160.34	\$166.81	\$170.96	\$175.11	\$179.26
Hawaiian	03/02/2023	A321	\$81.00	\$152.18	\$174.90	\$185.58	\$193.30	\$202.68	\$210.91	\$215.43	\$220.31	\$223.29	\$226.62	\$229.64
JetBlue	03/01/2023	A320/A321	\$100.00	\$155.35	\$179.89	\$187.27	\$194.77	\$200.58	\$206.14	\$211.08	\$213.42	\$216.97	\$219.08	\$221.22
Southwest	09/01/2020	B737	\$87.06	\$125.89	\$140.17	\$154.72	\$169.46	\$176.87	\$181.57	\$186.34	\$188.45	\$193.31	\$195.43	\$197.56
Spirit	01/01/2023	A319/A320	\$93.35	\$136.96	\$153.22	\$165.28	\$169.73	\$171.35	\$174.44	\$177.57	\$181.46	\$187.01	\$189.47	\$193.71
Spirit**	01/01/2023	A321	\$95.22	\$139.70	\$156.28	\$168.59	\$173.12	\$174.78	\$177.93	\$181.12	\$185.09	\$190.75	\$193.26	\$197.58
United	12/01/2022	A320/A321	\$95.88	\$147.18	\$172.18	\$176.41	\$180.63	\$185.18	\$190.38	\$194.72	\$196.78	\$199.46	\$201.29	\$203.11
United	12/01/2022	A319	\$95.88	\$141.07	\$165.06	\$169.08	\$173.17	\$177.54	\$182.50	\$186.69	\$188.72	\$191.31	\$193.04	\$194.82

*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

**Spirit A321: Payrates for the A321 are applied as override to all pilots flying all aircraft. The override is calculated as 10% of the ratio of A321 block hours flown to all aircraft block hours flown. The override is applied on a monthly lookback basis.

A321/A320/A319/B737-900/800/700 – 12 Year First Officer Rate

Rates Effective for April 1, 2023

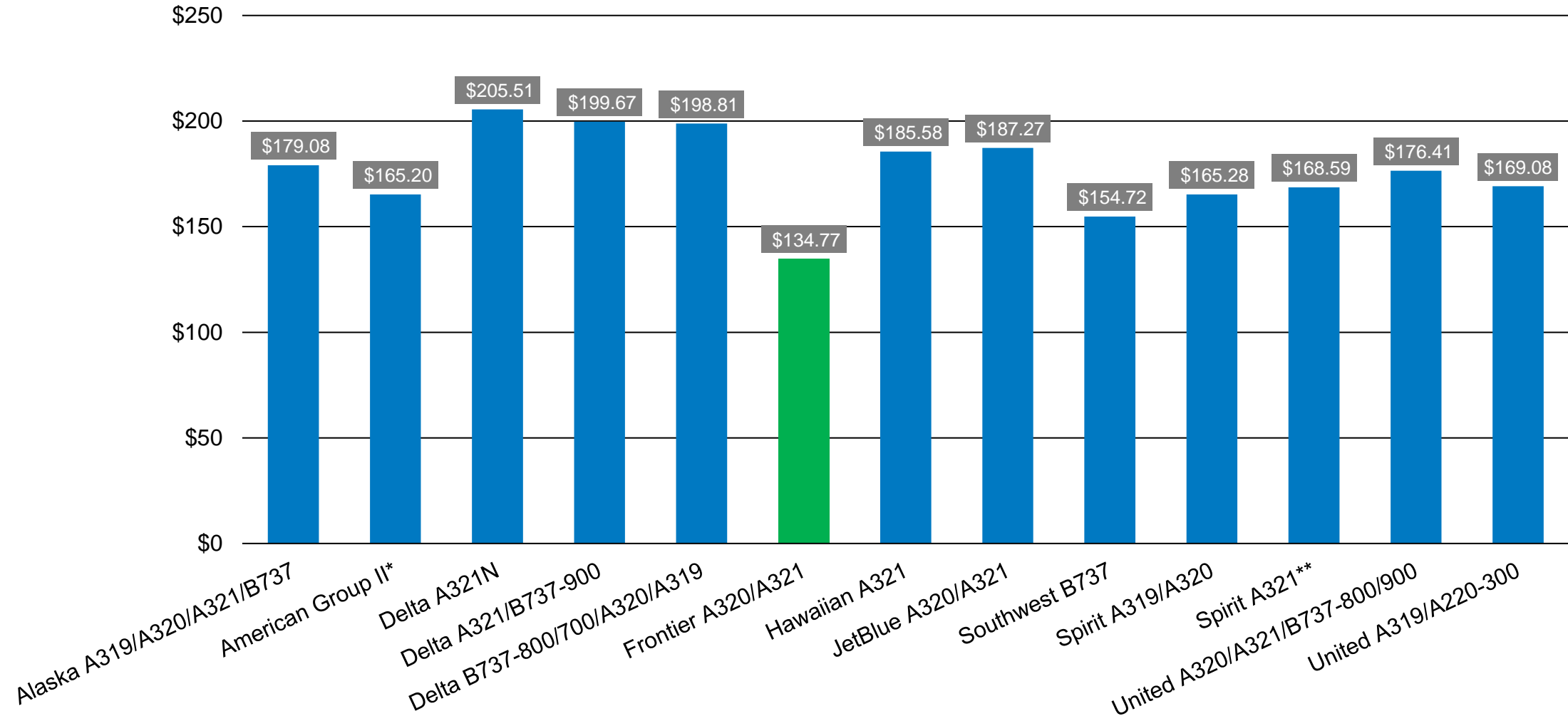


*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

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A321/A320/A319/B737-900/800/700 – 4 Year First Officer Rate

Rates Effective for April 1, 2023

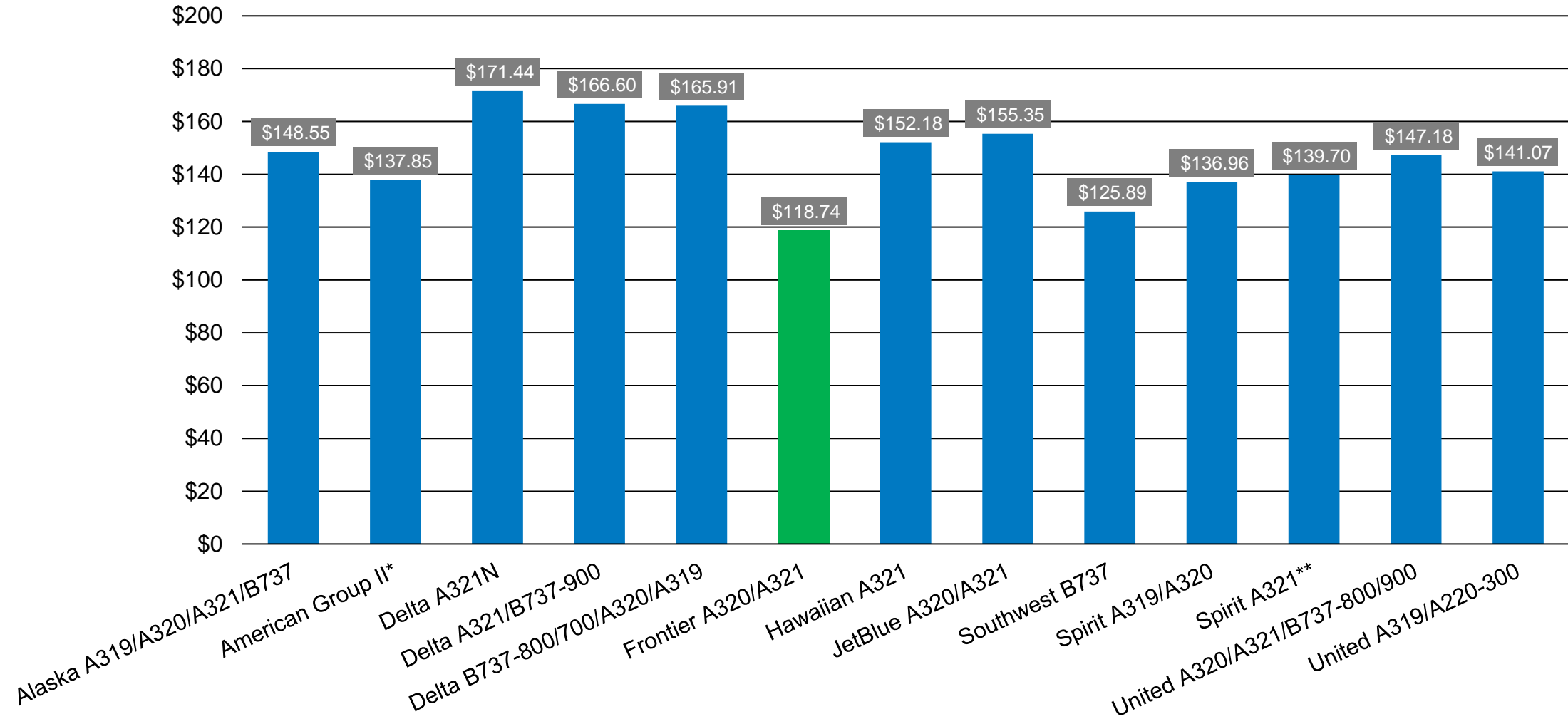


*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

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A321/A320/A319/B737-900/800/700 – 2 Year First Officer Rate

Rates Effective for April 1, 2023

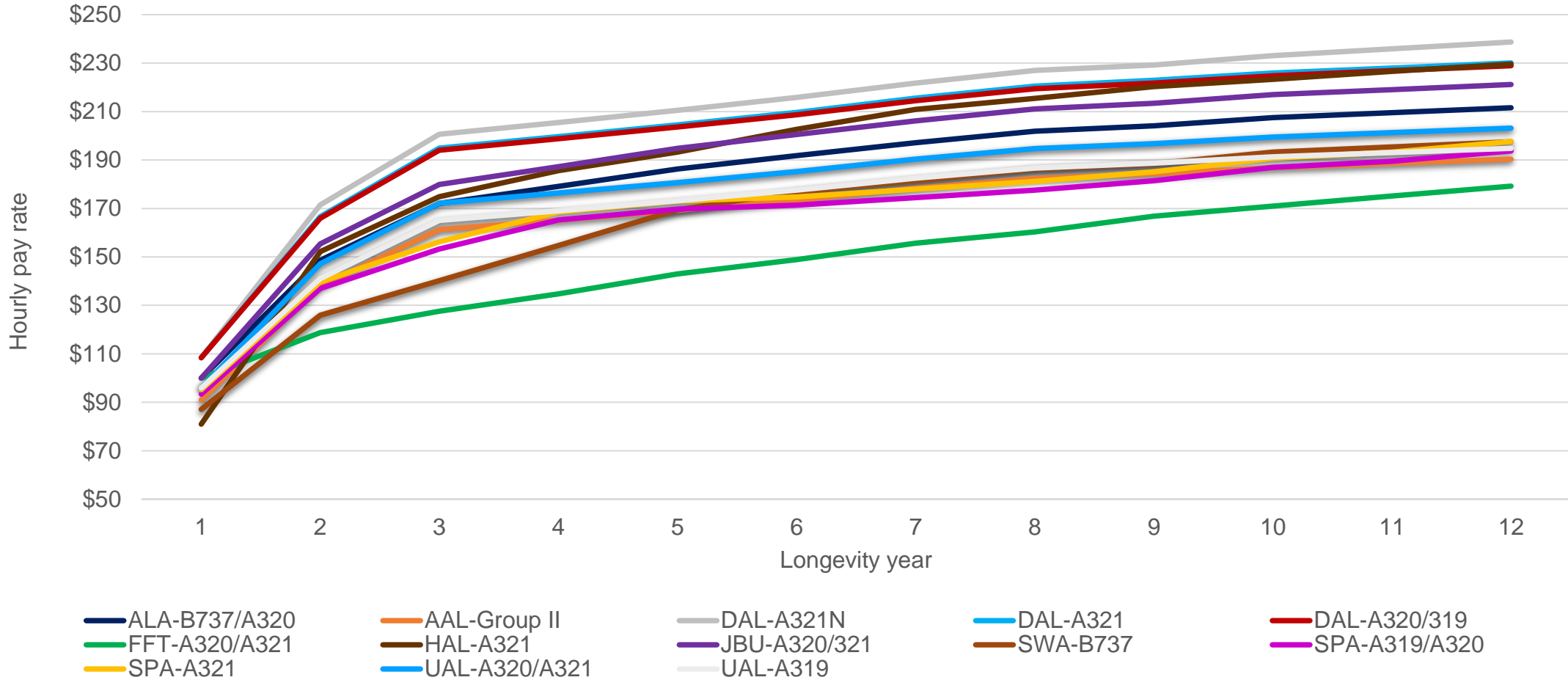


*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

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A321/A320/A319/B737-900/800/700 – First Officer Pay Rates

Rates Effective for April 1, 2023



*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

**Spirit A321: Payrates for the A321 are applied as override to all pilots flying all aircraft. The override is calculated as 10% of the ratio of A321 block hours flown to all aircraft block hours flown. The override is applied on a monthly lookback basis.

A321/A320/A319/B737-900/800/700 – First Officer Pay Slope

Rates Effective for April 1, 2023



Longevity Years	ALA B737/A320	AAL* Group II	DAL A321N	DAL A321	DAL A320/319	FFT A320/A321	HAL A321	JBU A320/321	SWA B737	SPA A319/A320	SPA** A321	UAL A320/A321	UAL A319
1-2	48.55%	51.60%	58.24%	53.78%	53.14%	18.74%	87.88%	55.35%	44.60%	46.72%	46.72%	53.50%	47.13%
2-3	15.80%	17.00%	17.02%	17.02%	16.99%	7.42%	14.93%	15.80%	11.34%	11.87%	11.87%	16.99%	17.01%
3-4	4.10%	2.42%	2.44%	2.42%	2.43%	5.66%	6.11%	4.10%	10.38%	7.87%	7.87%	2.46%	2.44%
4-5	4.00%	2.42%	2.45%	2.40%	2.40%	6.08%	4.16%	4.00%	9.53%	2.69%	2.69%	2.39%	2.42%
5-6	2.98%	2.52%	2.50%	2.54%	2.50%	4.13%	4.85%	2.98%	4.37%	0.95%	0.95%	2.52%	2.52%
6-7	2.77%	2.79%	2.76%	2.80%	2.79%	4.57%	4.06%	2.77%	2.66%	1.80%	1.80%	2.81%	2.79%
7-8	2.40%	2.31%	2.34%	2.31%	2.31%	2.99%	2.14%	2.40%	2.63%	1.79%	1.79%	2.28%	2.30%
8-9	1.10%	1.08%	1.01%	1.07%	1.07%	4.04%	2.27%	1.10%	1.13%	2.19%	2.19%	1.06%	1.09%
9-10	1.67%	1.37%	1.66%	1.36%	1.35%	2.49%	1.35%	1.67%	2.58%	3.06%	3.06%	1.36%	1.37%
10-11	0.97%	0.94%	1.23%	0.92%	0.92%	2.43%	1.49%	0.97%	1.10%	1.32%	1.32%	0.92%	0.90%
11-12	0.97%	0.93%	1.18%	0.93%	0.89%	2.37%	1.33%	0.97%	1.09%	2.24%	2.24%	0.90%	0.92%
Average	7.76%	7.76%	8.44%	7.96%	7.89%	5.54%	11.87%	8.38%	8.31%	7.50%	7.50%	7.93%	7.35%

*American Group II: A319neo, A320, A320neo, A321, A321neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX

**Spirit A321: Payrates for the A321 are applied as override to all pilots flying all aircraft. The override is calculated as 10% of the ratio of A321 block hours flown to all aircraft block hours flown. The override is applied on a monthly lookback basis.

Future Scheduled Increases



✈ Alaska

- 4% increase on 9/1/2023 or MRA
- 4% increase on 9/1/2024 or MRA

✈ American

- None

✈ Delta

- 5% increase on 1/1/2024
- 4% increase on 1/1/2025
- 4% increase on 1/1/2026

✈ Frontier

- **None**

✈ Hawaiian

- 4% increase on 3/2/2024
- 4% increase on 3/2/2025
- 4% increase on 3/2/2026
- 3% increase on 1/31/2027

✈ JetBlue

- 3% increase on 8/1/2023 and 8/1/2024 or MRA

✈ Southwest

- None

✈ Spirit

- 4% increase for FOs and 7.5% increase for CAs on 1/1/2024

✈ United

- None

Market Rate Adjustment



✈️ Alaska

- On 9/1/2023 and 9/1/2024, the pilots will receive the higher of: (a) the pay increases described above, or (b) the pay achieved by applying the slope in the tables above to the average of the following top of scale Captain rates (United (737-MAX 8/9), American (Group II), Delta (737-900), Southwest (multiplied by 1.149 to account for TFP), JetBlue (A330/321). (Exception: JetBlue will only be included in the average if a new agreement on pay rates is in place.

✈️ American

- None

✈️ Delta

- If, during the term of the PWA, either United or American reach a new collective bargaining agreement establishing a higher top-of-scale Captain hourly rate of pay for the highest paying aircraft the respective carrier operates as of March 2, 2023, then on a one-time basis for each compared carrier, the composite hourly pay rates for all aircraft types under Section 3 B. 2. will increase to match the percentage difference between the top Delta hourly rate of pay and the identified higher hourly rate at the other carrier (“me too” percentage), plus an additional 1%.

✈️ Frontier

- None

✈️ Hawaiian

- None

✈️ JetBlue

- On August 1, 2023, and August 1, 2024, Pilots shall receive the higher of the following:
 - i. the hourly pay in the tables above, or
 - ii. the hourly pay achieved by applying the slope in the tables above to the average of the following top of scale Captain hourly pay: United (average of all 320/321 variants), American (average of all 320/321 variants), Delta (average of all 320/321 variants, excluding NEO), Southwest (average of 737-8/9/10 - multiplied by 1.149 to account for TFP), and Alaska (average of 737-8/9/10, 320/321 variants). The 4-percentage derived shall also be the percentage applied to the A320 First Officer, A220 Captain and First Officer, and E190 Captain and First Officer hourly pay tables.

✈️ Southwest

- None

✈️ Spirit

- None

✈️ United

- None

Day / Night Differential



Carrier	Captain	First Officer	Notes
Alaska	No Language	No Language	
American	No Language	No Language	
Delta	No Language	No Language	
Frontier	No Language	No Language	
Hawaiian	No Language	No Language	
JetBlue	\$13.00/hour	\$13.00/hour	Any leg scheduled to operate from 0100-0500 base local time
Southwest	3% of leg credit	3% of leg credit	Re-eye override for flights operated from 0100-0400 pairing domicile time
Spirit*	\$13.00/hour	\$13.00/hour	Any leg scheduled to operate during 0100 and 0500 (Local Domicile Time)
United	No Language	No Language	

* Spirit rates effective 1/1/2024

International Override Pay – Per Hour



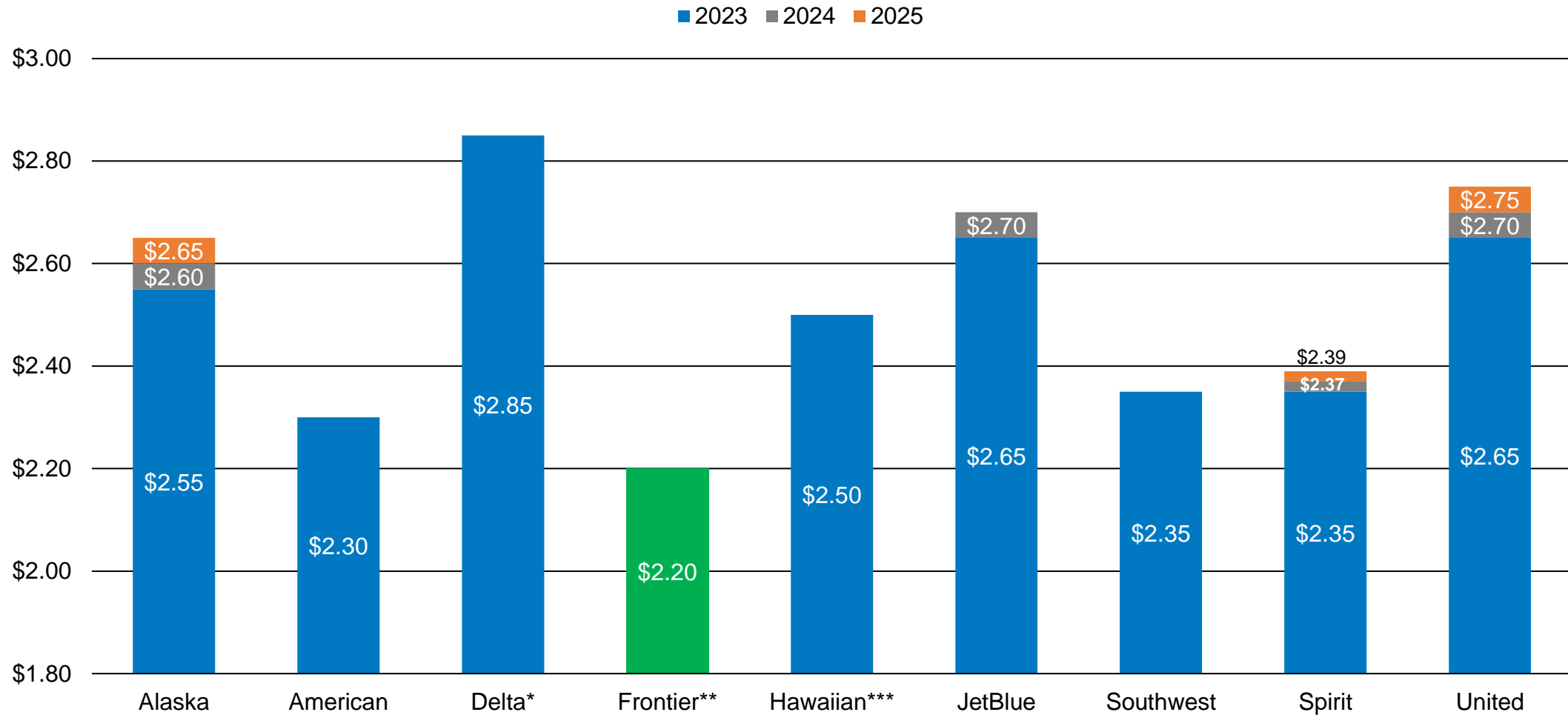
Carrier	Captain	First Officer	International Relief Officer	International Trigger
Alaska	\$6.25	\$5.25	No Language	All flying other than domestic, including ETOPS
American	\$6.00	Based on a variable % of the Captain's international override pay based on YOS – Currently \$4.14	No Language	All areas except contiguous 48 U.S. States and Canada
Delta	\$6.50* Ocean Crossing: \$8.00**	\$4.50* Ocean Crossing: \$6.00**	No Language	*All areas except contiguous 48 U.S. States, Alaska. **Triggered provided there is a narrowbody category operating scheduled ocean crossing in a given month (does not include flights between U.S. mainland and Hawaii) and pays only on ocean crossing segments operated by aircraft that does not pay the highest hourly rate.
Frontier	No Language	No Language	No Language	No Language
Hawaiian	IRO Crew: \$5.00 Extended Range Crew: \$5.00	IRO Crew: \$3.00 Extended Range Crew: \$3.00 FO "Type-rated": 15% hourly pay premium	IRO Crew: \$4.00	Any flying other than interisland

International Override Pay – Per Hour (cont'd)



Carrier	Captain	First Officer	International Relief Officer	International Trigger
JetBlue	\$6.00	\$5.00	No Language	International override applies to operating segments that depart or arrive outside of CONUS, Alaska, Canada, and San Juan
Southwest	3% of leg credit	3% of leg credit	International flights requiring a Special Airport Qualification and/or ETOPS flights will pay 5% of leg credit	All flying outside the 48 contiguous U.S. States
Spirit	8% for hours flown or credited	8% for hours flown or credited	No Language	Flying outside the contiguous 48 U.S. States, Alaska, Canada, Mexico, and the Caribbean
United	\$6.50	\$4.50	No Language	All flying outside the contiguous 48 U.S. States, Alaska, and Canada

Hourly Per Diem – Domestic

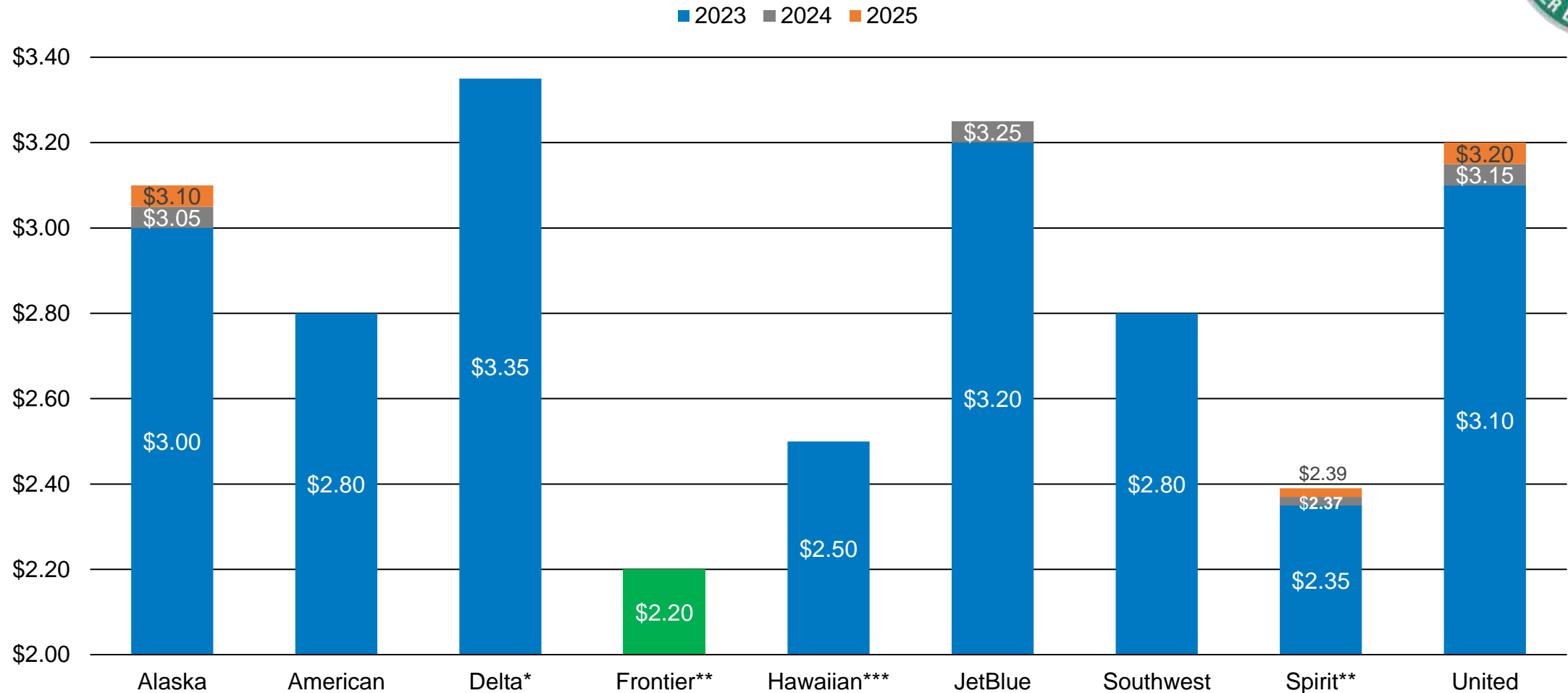


*Delta per diem is 90% of M&IE rate based on a weighted average of top 10 layover cities for the most recently completed U.S. government fiscal year, rounded up to nearest \$0.05, adjusted annually, effective January 1

**Frontier and Spirit only have one per diem rate, shown is for both Domestic and International

***Hawaiian international rate is shown (international = any non-interisland flying); Interisland rate is \$2.00 plus an additional \$0.75 premium per hour when away from Permanent Domicile),

Hourly Per Diem – International



*Delta international per diem is 60% of the M&IE rate based on a weighted formula consisting of the average of top 5 layovers cities in each theater: Atlantic, Pacific, Americas, rounded up to nearest \$0.05, adjusted annually, effective January 1

**Frontier and Spirit only have one per diem rate, shown is for both Domestic and International

***Hawaiian international per diem is greater of what is shown or 70% of the U.S. State Department's "Max Travel Per Diem Allowances for Foreign Areas"

Profit Sharing



→ Alaska

- Pilots will participate in the Alaska Air Group Performance Based Pay plan with a target payout of five percent (5%) of eligible earnings. The terms of the PBP plan will be made available to the Pilots annually.
- Quarterly incentive bonus for performance – not contractually mandated

→ American

- An amount equal to five percent (5%) of the dollar amount of AAG's Pre-Tax Earnings with respect to the applicable Plan Year will be divided by the amount of the Total Population's Eligible Earnings, and the resulting quotient is the "Payout Percentage."
- The amount of the profit sharing award for each Participant is the product of the Payout Percentage multiplied by such Participant's Individual Eligible Earnings.
- 2% of Wages
- Performance based component of \$50 to \$150 per month.
- Pensionable

→ Delta

- 10% PTIX (adj. pre-tax income as defined by contract) up to \$2.5B and 20% PTIX above \$2.5B (shared among eligible employees).
- Pilot share is approx. 35-40% of the employee group share.
- Performance based component of \$25–100 per month

→ Frontier

- **No Language**

→ Hawaiian

- Profit Bonus Plan – pays 5% of adjusted pre-tax income
- \$150 quarterly performance pay
- Incentive Compensation Program – pays 0-2% of previous year's W-2 wages



Profit Sharing (cont'd)

✈ JetBlue

- The Company profit sharing plan shall be funded with 10% of pre-tax profit up to a pre-tax margin of 18%, plus 20% of pre-tax profit in excess of a pre-tax margin of 18%
- The first 5% of eligible earnings is a guaranteed contribution into the Retirement Plus program, regardless of pre-tax profits
- Not all employees are eligible for Retirement Plus

✈ Southwest

- 15% of earnings before taxes – contractual
- SWAPA BOD determines annual qualified deferral percentage, then rest in cash bonus. Four choices: 5%, 7.5%, 10%, or 100% into current plan
- Not Pensionable

✈ Spirit

- If the Company implements a profit-sharing/bonus plan for other employees, pilots shall be included as participants in such plan(s) on the same terms and benefit levels.

✈ United

- 10% of pre-tax profit up to a pre-tax margin of 6.9%
- 20% of pre-tax profit in excess of a pre-tax margin of 6.9%
- Incentive pay up to \$1,500/year



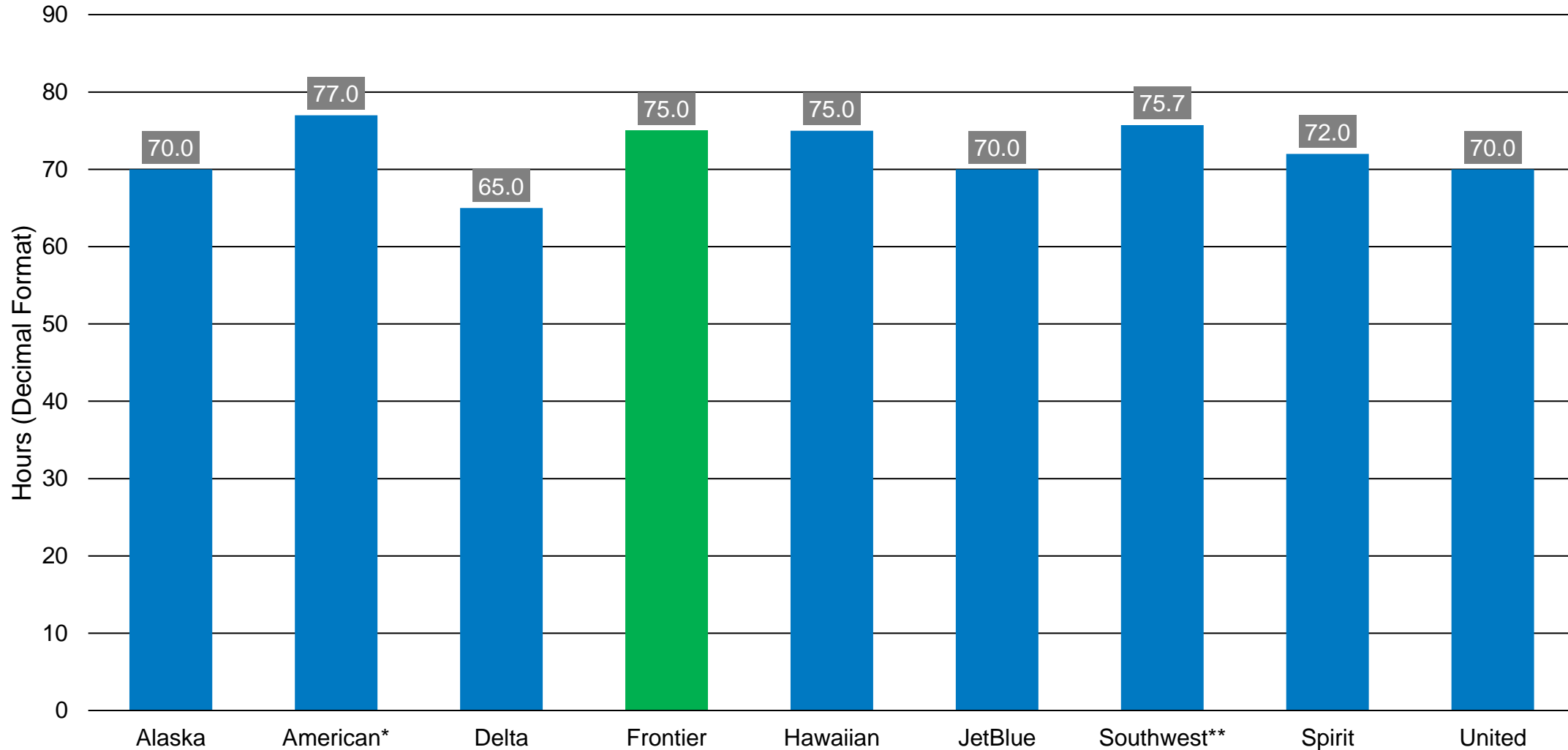
Scheduling, Hours of Service, and Other Provisions

Minimum Days Off Per Month



Carrier	Lineholder	Reserve
Alaska	Guarantee is four (4) 48 consecutive hour periods off	Two (2) 48, one (1) 72, and one (1) 120 consecutive hours in a 30-day bid period (12 days) One (1) 48, two (2) 72, and one (1) 120 consecutive hours in a 31-day bid period(13 days)
American	10 Days	12 Days in a 30-day bid period 13 Days in a 31-day bid period
Delta	12 Days in a 30-day bid period 13 Days in a 31-day bid period	12-14 Days in a 30-day bid period 13-15 Days in a 31-day bid period
Frontier	12 Days	FDO reserve: 12 Days in 30 day bid period, 13 Days in 31 day bid period Long call: 12 Days Short call: 18 RDPs in 30 day bid period, 19 RDPs in 31 day bid period
Hawaiian	12 Days in a 30-day bid period 13 Days in a 31-day bid period	12 Days
JetBlue	12 Days	Short Call: 13 days in a 30-day bid period, 14 days in a 31-day bid period Long Call: 12 in a 30-day bid period, 13 in Feb, June, and Nov 14 in a 31-day bid period
Southwest	14 Days in a 29-day bid period 15 Days in a 30-day bid period 16 Days in a 31-day bid period	14 Days in a 28-29 day bid period 15 Days in a 30-31 day bid period
Spirit	13 Days	12 Days in a 30-day bid period 13 Days in a 31-day bid period
United	12 Days	12 Days in a 30-day bid period 13 Days in a 31-day bid period

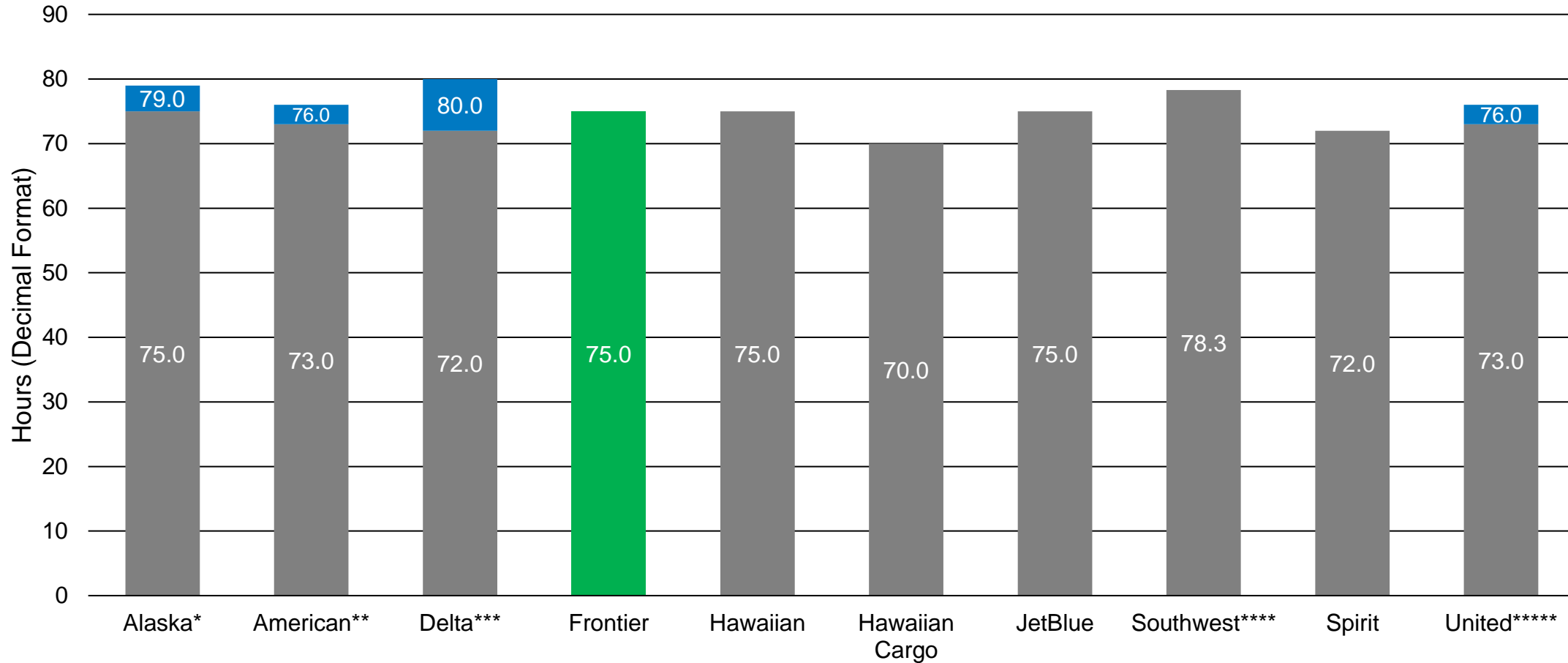
Minimum Monthly Guarantee – Lineholder



*American monthly guarantee is the lower limit of the Average Line Value

**Southwest 30-day line guarantee is shown. Southwest has monthly line guarantees for a 29-day, 30-day, and 31-day bid period

Minimum Monthly Guarantee – Reserve



*Alaska long call reserve 75 hours, short call reserve 79 hours

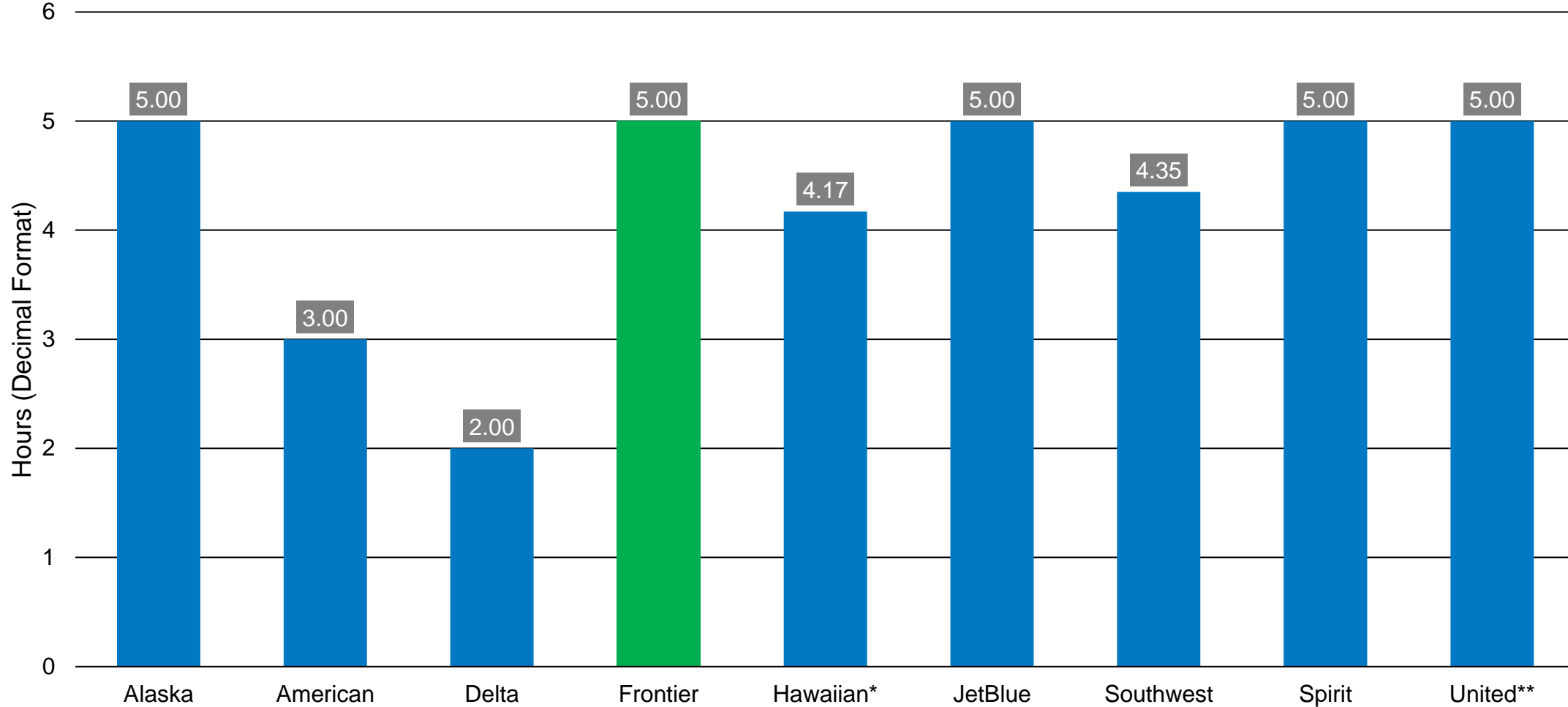
**American long call reserve 73 hours, short call reserve 76 hours

***Delta guarantee is variable from 72-80 based on Average Line Value

****Southwest guarantee is variable, 90 trip pay shown

*****United long call reserve 73 hours, short call reserve 76 hours

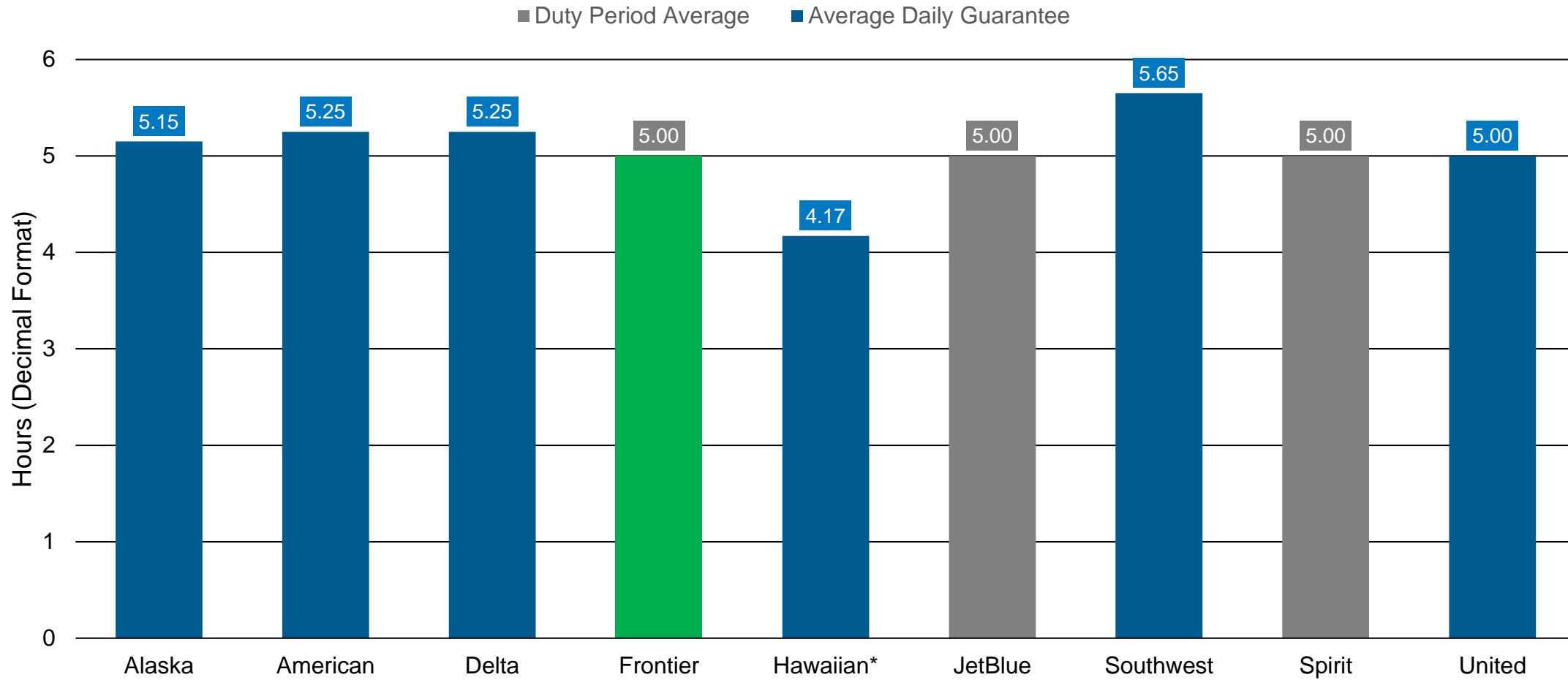
Minimum Pay Per Duty Period



*Hawaiian changes to 5 hours on 3/2/2025

**United average daily guarantee is shown, no language for min duty period

Duty Period Average or Average Daily Guarantee



* Hawaiian is increasing to 5 hours on 3/2/2025

Duty / Trip Time Ratios



Duty Rig		Trip Rig	
<u>Carrier</u>	<u>Duty Time Ratio</u>	<u>Scheduled Duty Time</u>	<u>Trip Hour Ratio</u>
Alaska	1 for 2* 1 for 1.75**	*06:01-21:59 **22:00-06:00	1 for 3.5
American	1 for 2 1 for 1.5*	*22:00-03:59	1 for 3.5
Delta	1 for 2* 1 for 1.5**	*06:00-21:59 **22:00 to release from duty period	1 for 3.5
Frontier	No language	No language	1 for 3.5
Hawaiian	1 for 1.67	No Language	1 for 3.5
JetBlue	1 for 2 1 for 1.75*	*If the duty period touches 0100 -0500	1 for 3.5
Southwest	1 for 1.55	No Language	1 for 3.45
Spirit	1 for 2	No Language	1 for 3.5
United	1 for 2* 1 for 1.75**	*06:00-21:59 **22:00-05:59	1 for 3.5

Maximum Duty Period – Scheduled / Actual



Carrier	On Duty Start/Report Time	Scheduled Duty Time	Maximum Actual Duty Time	CBA defined WOCL & max duty
Alaska	05:00-01:59* 02:00-04:59**	*12.5 Hours **10 Hours	*14 Hours **11 Hours	02:00-05:59 = 11 Hours
American	FAR 117	FAR 117	FAR 117	02:00-05:59
Delta	Section 12 D. 2. and 3.	An FDP will be scheduled to be at least 30 minutes less than the most restrictive 9 applicable limit shown in Section 12 D. 2. and 3 (NTE 13 hours for unaugmented FDP and 19 hours for augmented FDP)	Not scheduled for block time in excess of 8 hours in a trans-oceanic non-augmented duty period or 12 hours in a duty period if the flight crew is augmented	02:00-05:59
Frontier	1) In Domicile: Not less than 60 minutes prior to departure 2) Away from Domicile: Not less than 45 minutes prior to departure	14 Hours	14 Hours	Late night from 00:59-04:30 = 10.5 hours scheduled duty, 12 hours actual duty
Hawaiian	International 04:00-14:00* 14:01-03:59* Interisland 05:00-21:59** 22:00-04:59***	*14 Hours *14 Hours **12 Hours ***10 Hours	*16 Hours *16 Hours **14 Hours ***12 Hours	FAR 117
JetBlue	01:00-05:00	14 Hours	16 Hours	01:00-0:500 = 12 Hours

Maximum Duty Period – Scheduled / Actual (cont'd)



Carrier	On Duty Start/Report Time	Scheduled Duty Time	Maximum Actual Duty Time	CBA defined WOCL & max duty
Southwest	FAR 117	FAR 117	FAR 117	FAR 117
Spirit	FAR 117 Away from Domicile = less than 30 min prior to departure	14 Hours	16 Hours	01:00-04:00 = 11.5 Hours Pilot who is contacted after 22:00 and told to report prior to 05:00 = 9 Hours max scheduled, 10 Hours max actual
United	Report time shall be 45 minutes when the first Flight in a Duty Period is a Basic Flight, except that the report time shall be 60 min when the Duty Period is the first Duty Period of a Trip. Report time shall be ninety 90 min when the first Flight in a Duty Period is a Global Flight.	30 min more restrictive than flight duty limits established by FAR 117, unless waived	30 min more restrictive than flight duty limits established by FAR 117, unless waived	WOCL 02:00-05:59 All Night Flying (ANF) 02:30-03:29 = 9.75 Hours

Minimum Scheduled Rest Break – Release to Report



Domestic Flying			International Flying		Reserve Pilots	
Carrier	In Domicile	Out of Domicile	In Domicile	Out of Domicile	Long Call	Short Call
Alaska	10 Hours Add 30 min for each landing made in excess of 4 landings	10 Hours Add 30 min for each landing made in excess of 4 landings	10 Hours Add 30 min for each landing made in excess of 4 landings; 14 hours if transoceanic	10 Hours Add 30 min for each landing made in excess of 4 landings; 14 hours if transoceanic	14 Hours	12 Hours in release to report
American	10 Hours (12 Hours for WOCL infringement)	10 Hours (12 Hours for WOCL infringement)	10 Hours (12 Hours for WOCL infringement)	10 Hours (12 Hours for WOCL infringement)	No Language	12 Hours after completion of assignment
Delta	1) 10 Hours 2) 13 Hours if reporting to EWR or JFK after arriving to another NYC airport	1) 10 Hours 2) 13 Hours if reporting to EWR or JFK after arriving to another NYC airport	13 Hours	1) 13 Hours 2) 18 Hours after duty period scheduled greater than 13 Hours	No Language	No Language
Frontier	11 Hours	10 Hours	11 Hours	10 Hours	10 hours	10 hours
Hawaiian	12 Hours	9 Hours	11 Hours	2 times preceding duty period	No Language	No Language
JetBlue	10 hours 11 hours if before or after a segment touching a Redeye period	10 hours 11 hours if before or after a segment touching a Redeye period	16 hours following a Duty Period containing an augmented Flight Segment greater than eight (8) hours or containing an Ocean Crossing or takeoff/landing at an airport south of fifteen (15) degrees south latitude to/from an airport in the CONUS	16 hours following a Duty Period containing an augmented Flight Segment greater than eight (8) hours or containing an Ocean Crossing or takeoff/landing at an airport south of fifteen (15) degrees south latitude to/from an airport in the CONUS	10 hours 11 hours if before or after a segment touching a Redeye period	10 hours 11 hours if before or after a segment touching a Redeye period

Minimum Scheduled Rest Break – Release to Report (cont'd)



Domestic Flying			International Flying		Reserve Pilots	
<u>Carrier</u>	<u>In Domicile</u>	<u>Out of Domicile</u>	<u>In Domicile</u>	<u>Out of Domicile</u>	<u>Long Call</u>	<u>Short Call</u>
Southwest	11 Hours	11 Hours	11 Hours	11 Hours	10 Hours	10 Hours
Spirit	10 Hours	10 Hours	10 Hours	10 Hours	12 Hours or 18 if new assignment constitutes a shift from day to night or night to day	No Language
United	1) 30 min more than applicable FAR 117 if hotel is >15 min away 2) 11 Hours if duty period >11 Hours 3) 18 Hours if basic duty period contains a flight segment >8 hours 4) 12.75 Hours after a trip 5) 24 Hours after a global trip	1) 30 min more than applicable FAR 117 if hotel is >15 min away 2) 11 Hours if duty period >11 Hours 3) 18 Hours if basic duty period contains a flight segment >8 hours 4) 12.75 Hours after a trip 5) 24 Hours after a global trip	1) 30 min more than applicable FAR 117 if hotel is >15 min away 2) 11 Hours if duty period >11 Hours 3) 18 Hours if global duty period contains a flight segment >8 hours 4) 24 Hours after a global trip	1) 30 min more than applicable FAR 117 if hotel is >15 min away 2) 11 Hours if duty period >11 Hours 3) 18 Hours if basic duty period contains a flight segment >8 hours 4) 24 Hours after a global trip	12.75 Hours	12.75 Hours

Sequence Protection / Re-Route Rules



Carrier	Sequence / Pairing Protection	Recovery Obligation	Available After Report	Return Time from Original Trip	Notes
Alaska	Yes	Yes	5 Hours	5 Hours	
American	Yes	Yes	4 Hours	4 Hours	
Delta	Yes	Yes	6 Hours	4 Hours	<p>When a pilot is rerouted from their original rotation upon reaching their base, will be returned to their original rotation or released.</p> <p>A rerouted pilot arriving at their base beyond their originally scheduled release time will:</p> <ol style="list-style-type: none"> upon request, be provided positive space on-line transportation to any Company station; and be provided a hotel in base upon request, if unable to commute home due to the reroute.
Frontier	Yes	Yes*	<p>*If reassignment occurs before 1330 the day prior to report: Between 1600-2000 LDT each day of the original Sequence for an assignment for the following day</p> <p>After 1330 the day prior: None</p>	3 Hours	<p>If the Pilot is Reassigned during the last Duty Period of a Sequence, or when it is beyond the control of the Company to return Pilot by the originally scheduled Release Time, then If 3 hours beyond the originally scheduled Sequence Release Time, the Pilot will be paid 150% of the value of any legs flown beyond 3 hours.</p> <p>If a pilot is delayed after 0200 into the Pilot's Day Off, then the Pilot will receive an additional 5 hours of Pay Credit above all other Pay Credit due for the sequence and over Monthly Guarantee; If after 1600 on a Pilot's Day Off, the Pilot will also receive an additional vacation day</p>

Sequence Protection / Re-Route Rules (cont'd)



Carrier	Sequence / Pairing Protection	Recovery Obligation	Available After Report	Return Time from Original Trip	Notes
Hawaiian	Yes	Yes	Unlimited	The Company may schedule the pilot for a make up trip or grouping anytime so long as at least part of the makeup trip occurs within the Footprint of the originally scheduled trip or grouping.*	* Replacement flying may not cause >18-hour workday in a 30-day month or >19-hour workday in a 31-day month
JetBlue	Yes	Yes	Except during a Level 2 or 3 IROP, a Pilot shall be released with pay protection from all further Duty in the disrupted Pairing if the rescheduling Time Limit is reached and no assignment is published in JETCRW. In a Level 2 or 3 IROP, if the rescheduling Time Limit is reached and no assignment is published in JETCRW, a Pilot shall make Positive Contact with Crew Services who shall immediately reassign or release the Pilot.	The assignment returning the Pilot to Base may only extend the release time of the Original Scheduled Pairing by up to six (6) hours or the end of the calendar day, whichever is earlier, or for twenty-four (24) hours for operations which require route qualification.	If a reassignment under this section causes a Pilot to be illegal (FAR or contractual) for any portion of the Pilot's schedule, then the Pilot shall be pay protected for the Segment(s) removed from their schedule

Sequence Protection / Re-Route Rules (cont'd)



Carrier	Sequence / Pairing Protection	Recovery Obligation	Available After Report	Return Time from Original Trip	Notes
Southwest	Yes	Yes	Must contact Crew Scheduling for reassignment	Extension beyond original trip return paid (1) additional duty period	Any involuntary assignment or reassignment into an unscheduled overnight, resulting in a duty period on a scheduled day off, pays double time. Reassignment that blocks in later than original trip, all legs not in original sequence will be Premium pay.
Spirit	Yes	Yes	Trip Hour Period	4 Hours	
United	Yes	Yes	2 Hours or 4 Hours if loss of flying occurs after 13:00 on the day prior to the scheduled departure of trip lost	Original Arrival time shall be the scheduled Arrival time of the Trip before any flying was lost.	

Reserve Work Rules



Carrier	Reserve Availability Period	Short Call Response Time	Airport standby	Short Call Conversions to Long Call	Long Call Response Time	Notes
Alaska	12:00	2:30	N	No more than 4; then with pilot consent* Convert from Long Call to Short Call, pilot must be given 14:00 With PBS, all reserve lines will be LC unless bid otherwise	14:00	<ul style="list-style-type: none"> • 2 hrs.. pay for first conversion; 1 hr.. pay for all subsequent • Implementation of new reserve rules concurrent with PBS
American	FARs	"Promptly"	N	No more than 5 assignments*; unlimited awards	12:00	* 30 minutes pay for each conversion above guarantee
Delta	12:00	"Promptly"	Y*	6-7**	18:00	*May only be awarded to pilots who volunteer; 6-hour airport standby; Pay is 5.25 hrs, or as flown, plus 3 hours pay/no credit ** Based on reserve guarantee
Frontier	10.5 hours	2:00 or as soon as possible if less than 2 hours is given	N	6 RDPs per month*; not more than 2 consecutive RDPs; upon return from assignment assuming FDP is 10.5 hrs. or less, not on last day of LC	12:00	

Reserve Work Rules (cont'd)



Carrier	Reserve Availability Period	Short Call Response Time	Airport standby	Short Call Conversions to Long Call	Long Call Response Time	Notes
Hawaiian	12:00 or less	2:00 – Interisland 3:00 – International*	Y**	No Short Call to Long Call conversions; Long Call to Short Call, no more than 8 times per month	14:00	* Interisland Airport Reserve ** Not more than one interisland grouping a day; Standby is from 1000 to 1800; 5 hr. credit per day
JetBlue	10:00	2:30	N	5	14:00	
Southwest	15:00	2:00	N	Pilot is always on short call	N/A	
Spirit	14:00	3:00	N	No more than four (4) conversions in a bid month without the pilot's concurrence	14:00	Each of the first four (4) conversions in any bid month will be credited one (1) hour above guarantee. Each subsequent conversion(s) in the month will be credited two (2) hours above guarantee per occurrence
United	14:00	2:30	Y*	Everyone starts as Long Call. Long Call to Short Call no limit. 14 hours notification, in some cases 10	12:00	*1 hr. pay OG for each SC/airport standby not flown after the first 2.

Commutability Provisions



Carrier	Language	Notes
Alaska	Yes	Commuter passes shall be granted on an unlimited basis to the commuting Pilot and shall be identical in all respects to Space Available pleasure travel, except that they shall have precedence in boarding over other Company employee commuter programs.
American	Yes	It is expected that a pilot will utilize the provisions of this Policy on a rare basis. Each event involving the use of this Policy will be considered independently and judged on its own unique circumstances. However, repeated use of this Policy may be considered in evaluations of a pilot's overall attendance/reliability and may require flight documentation going forward.
Delta	Yes	A commuting pilot is expected to arrive at their base with sufficient time and with adequate rest prior to beginning scheduled duty. A rerouted pilot arriving at their base beyond their originally scheduled release time will: upon request, be provided positive space on-line transportation to any Company station; and be provided a hotel in base upon request, if unable to commute home due to the reroute.
Frontier	Yes	Prudent judgement policy requires 2 flights that arrive at least an hour prior to report Removal before report: Long Call Reserve during last 10 hours of rest may be removed from any assignment 2x in rolling calendar year Commute during call-out allows reserve pilot to commute during first two hours of reserve window
Hawaiian	Yes	A pilot must attempt to commute on a minimum of two (2) consecutive scheduled flights (HA or OAL) with adequate time between them (e.g., scheduled to depart from different ends of the same airport). Only one (1) scheduled flights is required if: 1. The flight is scheduled to arrive prior to the pilot's report time, 2. The pilot has a confirmed ticket on an OAL, The flight is operated by HA and 3. At 24 hours prior to the flight's departure: a. the pilot was confirmed for the Jumpseat, or b. the flight had more open seats available than the pilot's standby ranking on the non-rev list.
JetBlue	Yes	A pairing is commutable if it begins after 11:00 and ends before 18:00; All 4 duty 5-day pairings must be commutable on both ends; 30% of 4-day pairings per fleet must be commutable on both ends
Southwest	Yes	1. A pilot who chooses to designate himself as a "commuter" must designate a city as a point of commuter origination. 2. A pilot must attempt to commute on a minimum of two (2) consecutive scheduled flights on Southwest or off-line from the designated city.
Spirit	Yes	A pilot commuting to duty shall plan for a minimum of two separate flights that will arrive at his domicile in advance of his normal report time.
United	Yes	A pilot must have a minimum of a primary and secondary flight (on and/or off-line), both of which are scheduled to arrive prior to report time for the initial schedule assignment or reserve duty.

Sick Leave



Carrier	Accrual	Maximum Bank	Sellback – Annual / At Retirement	Rapid Re-Accrual	Pay per Day
Alaska	5.5 Hours per Month	1,000 Hours	At Retirement: <300:00 - 25% 300:00 – 499:00 - 50% >499:00 - 100%.	11 Hours per Month, after 60 days of sick leave used	Regular: Trips Missed Reserve: 2.83 Hours
American	5 Hours per Month	1,000 Hours	1) >470 hours long term sick balance then 50% of annual accrual remaining in short term sick is paid 2) <470 hours but >235 hours then 25% of annual accrual remaining in short term sick is paid	7.5 Hours per Month after 30 days of sick leave used	Regular: Trips Missed Reserve: 1/18 th of awarded reserve line guarantee for each reserve day
Delta	50 -270 Hours per Year, depends on YOS	No Language	No Language	No Language	Regular: Trips Missed Reserve: Trips Missed or 4.23-4.43 Hours
Frontier	1 Day per Month	120 Days	No Language	May replenish sick leave bank within 2 bid periods by Open Time and Premium Flying	1 Day per Duty Period, RDP or Reserve Day Missed

Sick Leave (cont'd)



Carrier	Accrual	Maximum Bank	Sellback – Annual	Rapid Re-Accrual	Pay per Day
Hawaiian	7.5 Hours per Month	1,080 Hours, no maximum after 12 months prior to pilots FAA mandatory retirement age	Pilot with a minimum of 225 hours of sick leave remaining, shall have such credits converted into Credited Service to determine Pension	10 Hours per Month after 270 sick hours used	Regular: Trips Missed Reserve: 5 Hours per Day for 18 workday month, 4.74 Hours per Day for 19 workday month
JetBlue	6.0 hours PTO per month	510 hours	Any excess of 100 hours monthly or 25% in December at straight pay	No Language	Regular: Trips Missed Reserve: Proration of Min Pay Guarantee
Southwest	8.4 Hours per Month	1,392 Hours	Upon retirement, sick leave may be traded for continued medical coverage and optional dental at the rate of 1 month for each 10 TFP in bank	No Language	Regular: Trips Missed Reserve: 5.22 Hours
Spirit	5 Hours per Month 3.0 Hours per Month for First Year Employed	700 Hours	Mandatory Retirement with 25 YOS = Sick Leave 100% of Hourly Pay; Variable Pay based on retirement/YOS	No Language	Trips Missed
United	5 Hours per Month	1,300 Hours	No Language	7 Hours per Month after rapid use (>255 in single event), until equal to amount used is made up	Regular: Trips Missed Reserve: 4.05 Hours

Vacation – Accrual



Accrual Rate – Annual Vacation Days															
<u>Longevity Year</u>	<u>2</u>	<u>4</u>	<u>6</u>	<u>8</u>	<u>10</u>	<u>12</u>	<u>14</u>	<u>16</u>	<u>18</u>	<u>20</u>	<u>22</u>	<u>24</u>	<u>26</u>	<u>28</u>	<u>30+</u>
Alaska	15	15	21	21	24	24	30	30	30	35	35	35	40	40	41
American	21	21	22	24	26	28	30	31	31	31	31	31	31	31	31
Delta	14	14	21	21	21	28	28	35	35	35	35	35	35	35	35
Frontier	15	15	21	21	28	28	28	28	28	28	28	28	28	28	28
Hawaiian	15	16	21	21	23	27	29	29	29	33	33	33	38	38	38
JetBlue*	14	14	14	14	21	21	21	21	21	28	28	28	28	28	28
Southwest	14	14	21	21	28	28	28	28	35	35	35	35	35	35	35
Spirit	14	14	21	21	24.5	24.5	24.5	28	28	31.5	31.5	31.5	35	35	35
United	14	14	21	21	21	35	35	35	35	35	35	35	42	42	42

*JetBlue is a Vacation PTO system; pilots must take vacation (there is no sellback)

Vacation – Pay



Carrier	Vacation Pay - Hours Per Day	Notes
Alaska	3.75	Pay only until 1/1/2024 and then 3.75 pay and credit per day
American	3.67	Vacation Day 24 hours (0001-2359) Monday-Sunday
Delta	4.0 4.25* 4.58**	*effective for 2024-2025 Vacation Year **effective for 2025-2026 Vacation Year
Frontier	5.0	Week of vacation can be valued between 15-40 hours by the pilot
Hawaiian	3.0*	*Changes to 3.5 hours on 1/1/2024 and 3.75 hours on 1/1/2026, includes possible change to 4 hours on 9/1/2025 depending on America, Delta and United
JetBlue	5.00	
Southwest	3.27	In some circumstances, trips that overlap with vacation will pay in addition to daily/weekly rate
Spirit	4.0*	*Pilot may be paid for all dropped trips or 28.0 hours per vacation week
United	3.25	

Deadhead



Carrier	Pay and Credit	Seat Location	Amenities
Alaska	100% Pay and Credit	1) First Class; 2) Exit Row Aisle or Window; 3) Aisle or Window forward of the over wing exit row; *Aisle or window Preference stated by Pilot	Flights 5 or more hours shall be seated in First Class; Reimbursed for Wi-Fi; free for purchase meal; if seated in first-class, first-class meal
American	100% Pay and Credit		Business class for transoceanic international flights and flights from or to Hawaii/Alaska
Delta	100% Pay and Credit	Second highest class on board the aircraft in aisle then window seat, followed by third highest class aisle then window, followed by fourth highest class aisle or window, followed by second highest class middle seat, then third highest class middle seat	Delta One: on ocean crossing, to/from NRD or HND; Highest class of service: 3 hour or greater flight preceding another flight in the same duty period that the pilot is scheduled to operate; redevy flight segment;
Frontier	100% Pay and Credit	1) Window or Aisle; 2)Stretch seat if available at check in 150% for the leg if pilot is assigned middle seat	
Hawaiian	100% Pay and Credit	Aisle seat if not provided First Class. If in a non-aisle seat not in First Class, the pilot shall receive an additional 50% pay for deadhead flight.	Flight 2 hours or more shall be ticketed First or Business Class. All out-of-pocket expense paid.

Deadhead (cont'd)



Carrier	Pay and Credit	Seat Location	Amenities
JetBlue	100% Pay and Credit	For Primary Pairings, the Company shall book a window or aisle seat for each Pilot Deadhead. For Secondary Pairings, the Company shall book a window or aisle seat, if available (excluding Mint or equivalent).	
Southwest	100% Pay and Credit		
Spirit	100% Pay and Credit 50% Pay and Credit Travel for Training	1) Window or Aisle; 2) Middle	Premium Seat upgrade if available. Allowed to board in the First Boarding Zone
United	100% Pay and Credit	1) Aisle; 2) Window; 3) Middle	Economy Plus Seating for all flights. Business Class and First-Class seating for specified deadheads ranging from 3-8 hours

Training Pay



Carrier	Long Term	Short Term	Home Study
Alaska	85 Hours Monthly Guarantee	5.0 Hours Pay and Credit	58% of Hourly Rate
American	A pilot in Qualification Training for an entire contractual month will be paid the Monthly Average Line Value for the pilot's bid status.	4 Hours Pay per Day, 2.75 Hours Credit per Day (Reserve training pay is slightly higher at 4.05/4.22 hours)	1 Minute for every 2 Minutes
Delta	Greater of (1) rotations removed during periods of continuous training (2) 3.08 hours at the rate of the highest paying aircraft shown on pilot's line for each day	4.25 Hours Pay and Credit per Day 5.0 Hours Pay and Credit eff. 1/1/24	Greater of 1 hour of pay or 1 Minute for every 1.5 Minutes
Frontier	Monthly pay guarantee	4.5 Hours Pay and Credit per Day	50% of the hours of FAA training credit
Hawaiian	1) 3 Hours Pay and Credit per Day for more than 7 days of training 2) 7 days or less= 4.17 Hours Pay and Credit per Day	1) 3 Hours Pay and Credit per Day for more than 7 days of training 2) 7 days or less= 4.17 Hours Pay and Credit per Day	50% minute for minute for established run time

Training Pay (cont'd)



Carrier	Long Term	Short Term	Home Study
JetBlue	4:00 per day	4 Hours Pay and Credit per Day	1 Minute for every 2 Minutes
Southwest	1) 5.67 Hours Pay and Credit per Day for AQP and non-recurrent training 2) 4.35 Hours Pay and Credit per Day for initial, upgrade, and requalification	1) 5.67 Hours Pay and Credit per Day for AQP and non-recurrent training 2) 4.35 Hours Pay and Credit per Day for initial, upgrade, and requalification	1 Minute for every 1.5 Minutes
Spirit	4.0 Hours Pay and Credit in domicile; Out of domicile training paid as trip	4.0 Hours Pay and Credit in domicile or Trip pay out of domicile	5:00 per day; not to exceed 2 days and training not more than 9 hrs.
United	3 Hours Pay and Credit per Day	1) 3.75 Hours Pay and Credit per Day 2) 5 Hours Pay and Credit per Day for Reserve	1 Minute for every 4 Minutes

Premium Pay



Carrier	Company Designated Trip / Open Time	Reassignment / Reschedule / Re-Route	Flight Duty Period Extension	Holiday Pay	Move Up	Junior Man / Involuntary Assignment	Notes / Other
Alaska	150%, company may offer 200% for three bid periods within a calendar year	150% for Reassignment (100% Credit) 5 hours of pay or 200% for duty period that encroached into day off	If delayed more than 2 hours; 1:2 on minute-by-minute basis	5 hours of pay		200%*	*JA is Voluntary
American	150% or 200%	150%*		200%			* If reserve, pays on top of guarantee
Delta	200% if above Average Line Value or 75 hours	150% for all legs prior to first break in duty; 200% for all subsequent legs	200%*	Additional 5.25 pay/no credit		200%	*Reserve into a day off
Frontier	Premium Add Folder Flying 150%		Above Guarantee for Reserve			Pilots cannot be JA'd	All credit over 82 other than sick/ training pays 125%
Hawaiian	150%	1) Interisland – 1:1 beyond 18:00 hours; 2) International – 125% if more than 12:00; 1 hour pay up to 6:00 hours					Must be picked up through Online Scheduling on a Red Day

Premium Pay (cont'd)



Carrier	Company Designated Trip / Open Time	Reassignment / Reschedule / Re-Route	Flight Duty Period Extension	Holiday Pay	Move Up	Junior Man / Involuntary Assignment	Notes / Other
JetBlue	150%	200% for 2 hours past OSP; 200% beyond 2 hrs. or 5:00, whichever is greater	2 hours	200%		150%*	* Emergency Assignment (EA)
Southwest	150%	150%	150%	150%	150%	200%*	*On a day off
Spirit	200%* / 100% above guarantee	200%	2 hours at 100% above guarantee	\$75 per day	1.5 hour pay and credit above min guarantee per duty period	200%	* Must be picked up in Electronic Shift Bid; Premium events not subject to 29/7 limitations
United	Company choice of 150%, 175% or 200%	1) Voluntary = 150% 2) Involuntary = 225% 3) 5 Hours additional pay if into previously scheduled holiday off			1 hour. above guarantee if Reserve fulfills between 1.5 – 2.25 callout; 2 hour pay above guarantee if Reserve fulfill callout in less than 1.5hr	200%	Add pay events stack



Insurance & Retirement

CBA Medical Insurance Protections



	Alaska	American	Delta	Frontier	Hawaiian	JetBlue	Spirit	Southwest	United
Plan design features protected (deductible, coinsurance, OOPM)	Yes	Yes	Yes*	Yes	Yes	Yes*	Yes*	Yes*	Yes*
Fixed pilot contribution %	Yes	No	Yes*	Yes	Yes	Yes	No	No	Yes
Fixed dollar contribution	No	No	No	No	No	No	No	Yes	No
Cap on Year-over-Year increases	No	No	No	No	No	No	Yes	No	Yes
Consent required for administrative changes	No	No	No *	No	Yes	No	No	No	No
Notes	-	-	Select Plans: DPMP and DP- HDHP Administrative changes are permissible, but the company must provide a 60-day notice for drug list changes to affected pilots, and medication that is necessary to maintain the pilot's special issuance is grandfathered in for four months.	-	-	Select Plans: Green (HRA) Option Blue (HSA) Option	Select Plans: Diamond, Plan A, Plan B, EPO	Regular Plan	Select Plans: PPO, EPO and HDHP Core Plans

Health Insurance: Single Pilot



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Alaska	PPO	\$203.15	20%	\$250	\$2,000 Limits also apply if no network is available.	\$350	\$3,000	\$15 pilot copayment for office visits. Other expenses, 80%.	60% R&C. If no network available - 80% R&C.	
Alaska	HDHP/HSA	\$149.03	20%	\$2,000	\$4,000	\$4,000	\$8,000	80%	60% R&C	\$750 to HSA or \$500 FSA contribution if not HSA eligible Seed money funded by the Company is not included in the cost of the plan.
American	HDHP/HSA - Core	\$80.82 <i>(2022)</i>	14%	\$1,500	\$4,000	\$4,000	\$12,000	80%	60% R&C	May earn healthy rewards \$250/ adult
American	HRA - Standard	\$129.89 <i>(2022)</i>	19%	\$850	\$2,850	\$3,000	\$9,000	\$30 pilot copayment for office visits. Other expenses, including specialist office visits, 80%.	60% R&C	May earn healthy rewards \$250/ adult
American	High Cost	\$292.76 <i>(2022)</i>	22%	\$400	\$2,400	\$1,550	\$7,550	\$25 pilot copayment for office visits, \$45 pilot copay specialists. Other expenses, 80%.	60% R&C	May earn healthy rewards \$250/adult

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Delta	HDHP/HSA - Silver	\$40.00	7%	\$3,000	\$5,500	\$6,000	\$11,000	80%	60% of MNRP	May earn healthy rewards up to \$850
Delta	PPO - DPMP	\$226.00	22%	\$350	\$3,350 Includes a separate \$1,000/person OOP max	In- and Out-of-Network combined	In- and Out-of-Network combined	80%	70% R&C	
Delta	HDHP/HSA - Gold	\$110.00	15%	\$1,500	\$4,000	\$3,000	\$8,000	80%	60% of MNRP	May earn healthy rewards up to \$850
Delta	Copay Option	\$150.00	18%	\$500	\$2,500	\$1,000	\$2,500	\$0 pilot copayment for office visits, \$40/specialist, \$200/outpatient, \$300/inpatient. Other expenses - 80%.	60% of MNRP	
Delta	HDHP/HSA – DP-HDHP	Effective 2024		\$1,500 *Deductibles will meet the minimum allowable by IRS	\$4,000	\$3,000	\$8,000	80%	60% of MNRP	May earn healthy rewards up to \$850

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Frontier	HDHP/HSA	\$135.36	22%	\$2,000	\$3,250	\$4,000 Deductibles cross-apply	\$10,000 OOP limits cross-apply	80%/premier providers, otherwise 70%	50% R&C	Company HSA contribution \$900
Frontier	PPO - Legacy	\$533.06	70%	\$250	\$1,500	\$500 Deductibles cross-apply	\$3,000 OOP limits cross-apply	\$20 pilot copayment for office visits, \$30/specialists, Other expenses, 85%.	65% R&C	
Frontier	PPO - Traditional	\$212.12	30%	\$500	\$3,000	\$1,500 Deductibles cross-apply	\$6,000 OOP limits cross-apply	\$25 pilot copayment for premier provider office visits, \$55 for premier provider specialists, otherwise \$45/\$75. Other expenses, 80% for premium providers, 70% otherwise.	50% R&C	
Hawaiian	PPO	\$117.81	19%	\$100	\$2,500/single Does not include separate Rx OOPM \$4,650	In- and out-of-network combined	In- and out-of-network combined	90%/Inpatient 80%/outpatient	70% R&C	Active HRA: Notional company contribution of \$2,500/year unless pilot makes irrevocable election during OE to contribute to 401(k).
Hawaiian	HMO	\$139.82	19%	None	\$1,500	N/A	N/A	100% after \$10 pilot copayment for office visits	N/A	Active HRA: Notional company contribution of \$2,500/year unless pilot makes irrevocable election during OE to contribute to 401(k).

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
JetBlue	HRA - Green Plan	\$143.00	20%	\$1,350	\$5,300	\$2,700	\$7,950	80%	60% R&C	Company HRA contribution \$550 Earn health rewards up to \$400
JetBlue	HDHP/HSA - Blue Plan	\$134.00	20%	\$1,500	\$5,300	\$3,000	\$7,950	80%	60% R&C	Company HSA contribution \$550 Earn health rewards up to \$400
JetBlue	HDHP/HSA - Core Savings	\$96.00	15%	\$2,000	\$6,000	\$4,000	\$9,000	80%	60% R&C	Company HSA contribution \$550 Earn health rewards up to \$400
JetBlue	HMO	\$131.00	20%	None	\$2,500	N/A	N/A	\$0/primary care, \$50/specialist, \$100/urgent care, \$500/outpatient, \$700/inpatient.	N/A	

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Spirit	POS - Plan A	\$179.82	29%	\$400	\$2,650	\$800 Deductibles cross-apply.	\$5,300 OOP limits cross-apply.	\$17 pilot copayment for office visits. Other expenses, 90%.	70% R&C	
Spirit	HRA	\$44.38	7%	\$1,500	\$2,500	\$1,500 In- or out-of-network combined.	\$3,500	90%	60% R&C	Company HRA contribution \$1,000
Spirit	EPO	\$107.58	16%	None	\$1,199	N/A	N/A	\$17 pilot copayment for office visits. Other expenses, 90%.	N/A	
Spirit	POS - Plan B	\$309.58	45%	\$250	\$1,000	\$500 Deductibles cross-apply.	\$2,000 OOP limits cross-apply.	\$11 pilot copayment for office visits. Other expenses, 100%.	80% R&C	
Spirit	HDHP/HSA	\$56.00	11%	\$2,500	\$5,000	\$5,000 Deductibles cross-apply.	\$10,000 OOP limits cross-apply.	90%	60% R&C	\$1,000 40% tied to completion of wellness attestation.

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Southwest	PPO - Choice Plus	\$87.00 (2021)	13%	\$500	\$6,350	\$1,800	\$16,125	\$25 pilot copayment for office visits, \$40/specialist. Other expenses 80%.	50% R&C	Earn healthy rewards \$250/adult (paid in cash)
Southwest	Regular Plan	None Required (2021)	0%	\$200	\$2,500	\$200	\$2,500	80% R&C	80% R&C	
Southwest	PPO - Plan C	\$69.00 (2021)	11%	\$1,000	\$6,350	\$2,400	\$18,000	80%	50% R&C	Earn health rewards \$250/adult (paid in cash)
Southwest	HDHP/HSA	\$17.00 (2021)	3%	\$1,500	\$6,000	\$1,500 In- or out-of-network combined	\$8,250	80%	60% R&C	Earn health rewards \$250/adult (paid in cash)

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
United	PPO - Traditional	\$226.77	24%	\$250	\$1,500	\$250 In- and out-of-network combined.	\$1,500	80%	60% R&C	
United	EPO - Silver Plus	\$115.89	14%	\$500	\$2,500	N/A	N/A	\$10 pilot copayment for office visits. Other expenses - 90%.	N/A	
United	United Savings PPO/HSA	\$99.12	15%	\$2,000	\$6,000	\$4,000 Out-of-network expenses accumulate toward both in- and out-of-network deductible.	\$12,000 Out-of-network expenses accumulate toward both in- and out-of-network limit.	80%	60%	Earn health rewards \$800
United	HDHP/HSA - Core	\$146.00	20%	\$2,500	\$3,000	\$5,000 Out-of-network expenses accumulate toward both in- and out-of-network deductible.	\$6,000 Out-of-network expenses accumulate toward both in- and out-of-network OOP limit.	95%	60% R&C	Company HSA contribution \$750

Health Insurance: Single Pilot (cont'd)



Medical Plans – Single										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
United	EPO - Core	\$170.73	19%	\$200	\$8,700 Includes separate Rx OOP max of \$7,200	N/A	N/A	\$25 pilot copayment for office visits, \$40/specialists. Other expenses - 90%.	N/A	
United	PPO - Core	\$167.26	19%	\$300	\$8,700 Includes separate Rx OOP max of \$6,700	\$600 Out-of-network expenses accumulate toward both in- and out-of-network deductible.	\$4,000 Out-of-network expenses accumulate toward both in- and out-of-network OOP limit.	\$25 pilot copayment for office visits, \$40/specialist. Other expenses, 80%.	60% R&C	

Health Insurance: Family



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Alaska	PPO	\$548.50	20%	\$500	\$4,000 Limits also apply if no network is available.	\$700	\$6,000	\$15 pilot copayment for office visits. Other expenses, 80%.	60% R&C. If no network available - 80% R&C.	
Alaska	HDHP/HSA	\$407.83	20%	\$4,000	\$8,000	\$8,000	\$16,000	80%	60% R&C	\$1,500 to HSA or \$500 FSA contribution if not HSA eligible Seed money funded by the Company is not included in the cost of the plan.
American	HDHP/HSA - Core	\$282.90 (2022)	15%	\$3,000	\$8,000 Embedded indiv. OOPM of \$6,850	\$8,000	\$24,000	80%	60% R&C	May earn healthy rewards \$250/ adult
American	HRA - Standard	\$454.64 (2022)	22%	\$2,550	\$7,550	\$9,000	\$24,000	\$30 pilot copayment for office visits. Other expenses, including specialist office visits, 80%.	60% R&C	May earn healthy rewards \$250/ adult
American	High Cost	\$1,115.55 (2022)	28%	\$1,200	\$6,200	\$4,650	\$19,650	\$25 pilot copayment for office visits, \$45 pilot copay specialists. Other expenses, 80%.	60% R&C	May earn healthy rewards \$250/adult

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Delta	HDHP/HSA - Silver	\$116.00	7%	\$9,000 Embedded indiv. limit	\$14,000 Embedded indiv. limit	\$18,000 Embedded indiv. limit	\$28,000 Embedded indiv. Limit	80%	60% of MNRP	\$250 if children are covered May earn healthy rewards up to \$2,150
Delta	PPO - DPMP	\$656.00	22%	\$700	\$12,700 Includes a separate \$8,000/family OOP max	In- and Out-of-Network combined	In- and Out-of-Network combined	80%	70% R&C	
Delta	HDHP/HSA - Gold	\$319.00	15%	\$3,000	\$8,000 Embedded indiv. Limit \$5,200	\$6,000	\$16,000 Embedded indiv. Limit	80%	60% of MNRP	250 if children are covered May earn healthy rewards up to \$2,150
Delta	Copay Option	\$435.00	18%	\$1,500	\$7,500	\$3,000	\$7,500	\$0 pilot copayment for office visits, \$40/specialist, \$200/outpatient, \$300/inpatient. Other expenses - 80%.	60% of MNRP	
Delta	HDHP/HSA – DP-HDHP	Effective 2024		\$3,000 *Deductibles will meet the minimum allowable by IRS	\$8,000 Embedded indiv. Limit \$5,200	\$6,000	\$16,000 Embedded indiv. limit	80%	60% of MNRP	250 if children are covered May earn healthy rewards up to \$2,150

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Frontier	HDHP/HSA	\$394.58	20%	\$4,000	\$6,500	\$8,000 Deductibles cross-apply.	\$20,000 OOP limits cross-apply.	80%/premier providers, otherwise 70%	50% R&C	Company HSA contribution \$1,800
Frontier	PPO - Legacy	\$973.38	41%	\$750	\$4,500	\$1,500 Deductibles cross-apply	\$9,000 OOP limits cross-apply	\$20 pilot copayment for office visits, \$30/specialists, Other expenses, 85%.	65% R&C	
Frontier	PPO - Traditional	\$630.24	39%	\$1,000	\$6,000	\$3,000 Deductibles cross-apply.	\$12,000 OOP limits cross-apply.	\$25 pilot copayment for premier provider office visits, \$55 for premier provider specialists, otherwise \$45/\$75. Other expenses, 80% for premier providers, 70% otherwise.	50% R&C	
Hawaiian	PPO	\$364.93	19%	\$300	\$7,500/single Does not include separate Rx OOPM \$6,800	In- and out-of-network combined.	In- and out-of-network combined.	90%/Inpatient 80%/outpatient	70% R&C	Active HRA: Notional company contribution of \$2,500/year unless pilot makes irrevocable election during OE to contribute to 401(k).
Hawaiian	HMO	\$419.45	19%	None	\$3,000	N/A	N/A	100% after \$10 pilot copayment for office visits	N/A	Active HRA: Notional company contribution of \$2,500/year unless pilot makes irrevocable election during OE to contribute to 401(k).

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
JetBlue	HRA - Green Plan	\$444.00	20%	\$2,700	\$10,600	\$5,400	\$15,900	80%	60% R&C	Company HSA contribution \$1,100 Earn health rewards up to \$800
JetBlue	HDHP/HSA - Blue Plan	\$416.00	20%	\$3,000	\$10,600 Embedded indiv. Limit \$7,350	\$6,000	\$15,900	80%	60% R&C	Company HSA contribution \$1,100 Earn health rewards up to \$800
JetBlue	HDHP/HSA - Core Savings	\$399.00	20%	\$4,000	\$12,000 Embedded indiv. Limit \$7,350	\$8,000	\$18,000	80%	60% R&C	Company HSA contribution \$1,100 Earn health rewards up to \$800
JetBlue	HMO	\$407.00	20%	None	\$5,000	N/A	N/A	\$0/primary care, \$50/specialist, \$100/urgent care, \$500/outpatient, \$700/inpatient.	N/A	

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Spirit	POS - Plan A	\$709.54	33%	\$1,200	\$7,950	\$2,400 Deductibles cross-apply.	\$15,900 OOP limits cross-apply.	\$17 pilot copayment for office visits. Other expenses, 90%.	70% R&C	
Spirit	HRA	\$428.32	20%	\$4,500	\$7,500 Embedded indiv. Limit \$6,850	\$4,500 In- or out-of-network combined.	\$10,500 Embedded indiv. Limit \$6,850	90%	60% R&C	Company HRA contribution \$3,000
Spirit	EPO	\$606.86	26%	None	\$3,598	N/A	N/A	\$17 pilot copayment for office visits. Other expenses, 90%.	N/A	
Spirit	POS - Plan B	\$978.20	41%	\$750	\$3,000	\$1,500 Deductibles cross-apply.	\$6,000 OOP limits cross-apply.	\$11 pilot copayment for office visits. Other expenses, 100%.	80% R&C	
Spirit	HDHP/HSA	\$418.00	26%	\$5,000	\$10,000	\$10,000 Deductibles cross-apply.	\$20,000 OOP limits cross-apply.	90%	60% R&C	\$2,000 40% tied to completion of wellness attestation.

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
Southwest	PPO - Choice Plus	\$417.00 (2021)	24%	\$1,250	\$12,700	\$4,500	\$32,250	\$25 pilot copayment for office visits, \$40/specialist. Other expenses 80%.	50% R&C	Earn healthy rewards \$250/adult (paid in cash)
Southwest	Regular Plan	None Required (2021)	0%	\$300	\$2,500	\$300	\$2,500	80% R&C	80% R&C	
Southwest	PPO - Plan C	\$260.00 (2021)	16%	\$2,500	\$12,700	\$6,000	\$36,000	80%	50% R&C	Earn health rewards \$250/adult (paid in cash)
Southwest	HDHP/HSA	\$43.00 (2021)	3%	\$3,000	\$12,000	\$3,000 In- or out-of-network combined	\$16,500	80%	60% R&C	Earn health rewards \$250/adult (paid in cash)

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
United	PPO - Traditional	\$675.96	24%	\$500	\$3,000	\$500 In- and out-of-network combined.	\$3,000	80%	60% R&C	
United	EPO - Silver Plus	\$343.32	14%	\$1,000	\$5,000	N/A	N/A	\$10 pilot copayment for office visits. Other expenses - 90%.	N/A	
United	United Savings PPO/HSA	\$293.00	15%	\$4,000	\$12,000	\$8,000 Out-of-network expenses accumulate toward both in- and out-of-network deductible.	\$24,000 Out-of-network expenses accumulate toward both in- and out-of-network limit.	80%	60%	Earn health rewards \$1,600
United	HDHP/HSA - Core	\$433.66	20%	\$5,000	\$6,000	\$10,000 Out-of-network expenses accumulate toward both in- and out-of-network deductible.	\$12,000 Out-of-network expenses accumulate toward both in- and out-of-network OOP limit.	95%	60% R&C	Company HSA contribution \$1,500

Health Insurance: Family (cont'd)



Medical Plans – Family										
Carrier	Plan	Contributions		In-Network		Out-of-Network		Co-Insurance		Family (or Per Person) Account Based/ Health Rewards Contributions
		Premium	%	Deductible	OOPM	Deductible	OOPM	In-Network	Out-of-Network	
United	EPO - Core	\$507.87	19%	\$400	\$17,400 Includes separate Rx OOP max of \$14,400/family	N/A	N/A	\$25 pilot copayment for office visits, \$40/specialists. Other expenses - 90%.	N/A	
United	PPO - Core	\$497.45	19%	\$600	\$17,400 Includes separate Rx OOP max of \$13,400/family	\$1,200 Out-of-network expenses accumulate toward both in- and out-of-network deductible.	\$8,000 Out-of-network expenses accumulate toward both in- and out-of-network OOP limit.	\$25 pilot copayment for office visits, \$40/specialist. Other expenses, 80%.	60% R&C	

Dental Insurance



Dental – Single							Dental – Family				
Carrier	Plan	Contributions		In-Network Limits			Contributions		In-Network Limits		
		Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance	Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance
Alaska	PPO	Included in Medical	0%	\$25 Waived for Class I	\$2,000/annual max \$2,500/lifetime ortho.	80% all classes, including ortho	Included in Medical	0%	\$50/per person Waived for Class I	\$2,000/annual max \$2,500/lifetime ortho.	80% all classes, including ortho
American	Plus Plan	\$8.38 (2022)	23%	\$50 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II & III - 80% Ortho - 50%	\$29.68 (2022)	23%	\$50/per person Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II & III - 80% Ortho - 50%
American	Basic Plan	\$6.03 (2022)	23%	\$50 Waived for Class I	\$1,000/annual max \$1,000/lifetime ortho.	Class I - 100% Class II, III, and ortho - 50%	\$21.36 (2022)	23%	\$50/per person Waived for Class I	\$1,000/annual max \$1,000/lifetime ortho.	Class I - 100% Class II, III, and ortho - 50%
Delta	PPO - Basic	\$9.00	40%	None	\$600/annual max No ortho.	Class 1 -100% Class II - 70% Class III & ortho - not covered	\$34.00	45%	None	\$600/annual max No ortho.	Class 1 -100% Class II - 70% Class III & ortho - not covered
Delta	PPO - Comprehensive	\$21.00	49%	\$60 Waived for Class I and Ortho	\$2,000/annual max. \$3,000/lifetime ortho.	Class I - 100% Class II - 70% Class III & ortho - 50%	\$67.00	48%	\$240 Waived for Class I and Ortho	\$2,000/annual max. \$3,000/lifetime ortho.	Class I - 100% Class II - 70% Class III & ortho - 50%
Delta	PPO - DPMP	\$10.00	22%	\$50 Waived for Class I and ortho	\$2,000/annual max. \$3,000/lifetime ortho.	Class I - 90% Class II - 80% Class III - 60% Ortho - 50%	\$31.00	22%	\$125 Waived for Class I and ortho	\$2,000/annual max. \$3,000/lifetime ortho.	Class I - 90% Class II - 80% Class III - 60% Ortho - 50%

Dental Insurance (cont'd)



Dental – Single							Dental – Family				
Carrier	Plan	Contributions		In-Network Limits			Contributions		In-Network Limits		
		Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance	Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance
Frontier	PPO - Standard	\$0.00	0.00%	\$50	\$1,000/annual max No ortho.	Class I - 100% with premier provider, 80% otherwise Class II - 80% Class III - 50% Ortho not covered	\$63.60	69%	\$150	\$1,000/annual max No ortho.	Class I - 100% with premier provider, 80% otherwise Class II - 80% Class III - 50% Ortho not covered
Frontier	PPO - Premium	\$14.48	35%	\$50 Waived for Class I and ortho	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II - 80% Class III & ortho - 50%	\$102.90	78%	\$150 Waived for Class I and ortho	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II - 80% Class III & ortho - 50%
Hawaiian	PPO	\$15.00	19%	None	No annual limit \$1,500/lifetime ortho.	Class 1 - 100% Class II - 75% Class III - 50% Ortho - 60%	\$15.00	19%	None	No annual limit \$1,500/lifetime ortho.	Class 1 - 100% Class II - 75% Class III - 50% Ortho - 60%
JetBlue	PPO	\$14.50	40%	\$50 Waived for Class I	\$1,500/annual max. \$1,500/lifetime ortho.	Class I - 100% Class II - 80% Class III & ortho - 50%.	\$54.50	40%	\$150 Waived for Class I	\$1,500/annual max. \$1,500/lifetime ortho.	Class I - 100% Class II - 80% Class III & ortho - 50%.
JetBlue	DHMO	\$6.00	39%	None	Per schedule	Class I - 100% Class II, III and ortho - based on schedule	\$23.00	40%	None	Per schedule	Class I - 100% Class II, III and ortho - based on schedule

Dental Insurance (cont'd)



Dental – Single							Dental – Family				
Carrier	Plan	Contributions		In-Network Limits			Contributions		In-Network Limits		
		Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance	Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance
Spirit	DPPO	\$6.66	21%	\$61 Waived for Class I	\$1,500/annual max No ortho coverage	Class I - 100% Class II - 80% Class III - 50% Ortho not covered	\$66.86	73%	\$179 Waived for Class I	\$1,500/annual max No ortho coverage	Class I - 100% Class II - 80% Class III - 50% Ortho not covered
Spirit	DMO	\$6.00	32%	None	Per schedule	Class I - 100% after \$5 pilot copayment for office visit. Class II, III and ortho - per schedule	\$52.00	94%	None	Per schedule	Class I - 100% after \$5 pilot copayment for office visit. Class II, III and ortho - per schedule
Spirit	DPPO w/ortho	\$19.00	37%	\$61 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II - 80% Class III and ortho - 50%	\$71.00	48%	\$179 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II - 80% Class III and ortho - 50%
Southwest	Basic	\$3.00 (2021)	8%	\$50 Waived for Class I	\$1,500/annual max \$1,500/lifetime ortho.	Class I - 100% Class II - 75% Class III & Ortho - 60%	\$10.00 (2021)	9%	\$50/per person Waived for Class I	\$1,500/annual max \$1,500/lifetime ortho.	Class I - 100% Class II - 75% Class III & Ortho - 60%
Southwest	Regular Plan	Included with Medical (2021)	0%	\$50 Waived for Class I	\$1,000/annual max. \$1,000/lifetime ortho.	Class I - 100% Class II - 75% Class III & ortho - 60%	Included with Medical (2021)	0%	\$50/per person Waived for Class I	\$1,000/annual max. \$1,000/lifetime ortho.	Class I - 100% Class II - 75% Class III & ortho - 60%
Southwest	Optional	\$12.00 (2021)	27%	\$50 Waived for Class I	\$2,000/annual max. \$2,000/lifetime ortho.	Class I - 100% Class II, III & ortho - 80%	\$47.00 (2021)	35%	\$50/per person Waived for Class I	\$2,000/annual max. \$2,000/lifetime ortho.	Class I - 100% Class II, III & ortho - 80%

Dental Insurance (cont'd)



Dental – Single							Dental – Family				
Carrier	Plan	Contributions		In-Network Limits			Contributions		In-Network Limits		
		Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance	Premium	%	Deductible	Annual Max & Lifetime Ortho	Co-Insurance
United	PPO - Core	\$9.74	20%	\$50 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II - 80% Class III & Ortho - 50%	\$34.10	20%	\$100 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	Class I - 100% Class II - 80% Class III & Ortho - 50%
United	DMO	\$3.21	20%	None	Per schedule	Class I - 100% Class II - 80% Class III & Ortho - 60%	\$10.34	20%	None	Per schedule	Class I - 100% Class II - 80% Class III & Ortho - 60%
United	PPO Premium	\$9.28	20%	\$50 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	In-network: Class I - 100% Class II - 85% Class III - 60%, Ortho - 50%	\$32.49	20%	\$100 Waived for Class I	\$2,000/annual max \$2,000/lifetime ortho.	In-network: Class I - 100% Class II - 85% Class III - 60%, Ortho - 50%
United	PPO - Preventative	\$5.22	20%	\$50 Waived for Class I	\$1,000/annual max No ortho. coverage	Class I - 100% Class II - 80% Class III & Ortho - not covered	\$18.27	20%	\$150 Waived for Class I	\$1,000/annual max No ortho. coverage	Class I - 100% Class II - 80% Class III & Ortho - not covered

Vision Benefits



Vision Benefits			
Carrier	Pilot Monthly Contribution	In-Network Benefits	Out-of-Network Benefits
Alaska	Included with Medical	Annual exam \$20 Lenses \$20 every 12 months Frame allowance \$150 every 24 months + 20% off excess Contact allowance \$150 every 12 months (including exam and fitting)	Annual exam \$45 Lenses - \$25/single vision, \$45/bifocal, \$61/trifocal Frames - \$90 Contacts - \$45
American	\$5.28/single \$14.37/family (2021)	Annual exam \$10 Lenses \$25 Frame and contact allowance \$140 every 12 months	Annual exam \$40 Lenses - \$40/single vision, \$60/bifocal, \$80/trifocal Frames - \$45 Contacts - \$150
Delta	\$6.16/single \$18.10/family	Annual exam \$10 Lenses \$15 every 12 months Frame allowance \$150 every 24 months + 20% off excess Contact allowance \$130 every 12 months + 15% off excess. Fitting fee \$0.00	Annual exam \$30 Lenses - \$25/single vision, \$35/bifocal, \$46/trifocal, \$60/lenticular Frames - \$58 Contact - \$95/elective contacts; \$210/medically-necessary contacts.
Frontier	Included with Medical	Annual exam \$10 Lenses \$25 every 12 months Frame allowance \$150 every 24 months + 20% off excess Contact allowance \$130 in lieu of glasses	Annual exam \$45 Lenses - \$30/single vision, \$50/bifocals & progressive, \$65/trifocals Frames -\$70 Contacts - \$105
Hawaiian	Included with Medical	Annual exam \$10 Lenses \$10 every 12 months Frames 100% after \$15 ded. every 24 months Contacts allowance \$130 every 12 months in lieu of glasses	Annual exam \$40 Lenses - \$16/single vision, \$25/multifocal, Frames - \$12 Contacts - \$50/contacts in lieu of glasses

Vision Benefits (cont'd)



Vision Benefits			
Carrier	Pilot Monthly Contribution	In-Network Benefits	Out-of-Network Benefits
JetBlue	\$6.50/single \$19.34/family	Annual exam \$10 Lenses \$25-\$70 every 12 months Frames allowance \$150 + 20% off excess Contacts allowance \$150 every 12 months in lieu of glasses	Annual exam \$35 Lenses - \$25/single vision, \$40/bifocal or progressive, and \$55/trifocal or lenticular Frames - \$60 Contacts - \$110/contacts in lieu of glasses every 24 months
Spirit	\$7.90/single \$25.48/family	Annual exam \$10 Lenses \$25 every 12 months Frames allowance \$150 + 20% off excess Contacts allowance \$150 every 12 months in lieu of glasses	Annual exam \$34 Lenses - \$17/single vision, \$30/bifocal or progressive, and \$43/trifocal Frames - \$38.35 Contacts - \$100/contacts
Southwest	\$4.55/single \$13.38/family (2021)	Annual exam \$10 Lenses \$10 Frames allowance \$130 + 20% off excess every 12 months Contacts allowance \$150 every 12 months	Annual exam \$40 Lenses - \$40/single vision, \$60/bifocal, \$80/trifocal Frames - \$45 Contacts - \$150 every in lieu of glasses
United	UHC Vision - \$4.99/single \$16.23/family	Annual exam \$10 Lenses \$20 - \$70 every 12 months Frame allowance \$130 every 24 months Contacts \$20 copay, \$150 allowance every 12 months in lieu of glasses	Annual exam \$42 Lenses - \$32/single vision, \$46/bifocal, \$61/trifocal Frames - \$68 Contacts - \$105 in lieu of glasses
United	VSP Plus - \$14.82/single \$37.06/family	Annual exam \$10 Lenses \$20 every 12 months Frame allowance \$200 every 12 months Contacts allowance \$175 every 12 months in lieu of glasses	Annual exam \$50 Lenses - \$50/single vision, \$75/bifocals & progressives, \$100/trifocal, \$125/lenticular; Frames - \$130/frames Contacts - \$105 (\$210 if medically necessary).

Short-Term Disability



	Alaska	American	Delta	Frontier	Hawaiian	JetBlue	Spirit	Southwest	United
Waiting Period	None for accident 3 days for illness	8 days, or exhaustion of sick leave, if later	7 days, or exhaustion of sick or other paid leave, if later	14 days	No plan	7 days	30 days	No plan	No plan
Benefit	Basic: 40% of weekly earnings up to \$2,200/week Buy-up: 60% of weekly earnings up to \$2,700/week	\$50/week	50% of weekly earnings	60% of weekly earnings up to \$1,500/week	No plan	Low: 40% of weekly earnings up to \$1,500/week Core (default): 60% of weekly earnings up to \$1,500/week High: 60% of weekly earnings up to \$3,000/week	60% of weekly earnings up to \$2,000/week	No plan	No plan
Maximum Benefit Period	26 weeks	26 weeks	26 weeks	11 weeks	No plan	26 weeks	9 weeks	No plan	No plan
Pilot Cost	Basic: None Buy-up: \$26/month	None	None	100% pilot-paid; \$0.49 per \$10 benefit	No plan	100% pilot paid Low: \$1.039 Core: \$1.070 High: \$1.926	100% pilot paid Based on age \$0.30-\$0.72 per \$10 benefit	No plan	No plan

Long-Term Disability



	Alaska	American	Delta	Frontier	Hawaiian	JetBlue	Spirit	Southwest	United
Waiting Period	6 months	Later of expiration of sick and vacation or 90 days after occurrence of disability. Note: Pilots may designate number of hours to be paid each month between the low end of line construction window and their IMAX. Some pilots may be eligible to also choose the # of hours to use prior to beginning LTD.	26 weeks, or exhaustion of Accident and Sick Leave, if later	90 days	90 days, exhaustion of occupational injury benefits, if later	180 days	90 days	6 months, exhaustion of sick leave, if later	Later of 90 days or exhaustion of sick leave to 120 hours

Long-Term Disability (cont'd)



	Alaska	American	Delta	Frontier	Hawaiian	JetBlue	Spirit	Southwest	United
Benefit	60% of avg. of previous 12 months earnings	50% of avg. of previous 12 months earnings	50% of avg. of highest 12 months earnings in a 36-month period	60% of guaranteed hours (75 hours/month)	<p>Based on age or YoS, whichever results in higher percentage: 41 or 2 YoS - 10% 42 or 3 YoS - 15% 43 or 4 YoS - 20% 44 or 5 YoS - 25% 45 or 6 YoS - 30% 46 or 7 YoS - 35% 47 or 8 YoS - 40% 48 or 9 YoS - 45% 49+ or 10+ YoS - 50%</p> <p>Cannot exceed normal retirement benefit. In the event of pilot's death, 50% of the amount payable to the pilot will continue to the pilot's spouse for life.</p>	<p>55% of gross compensation</p> <p>Buy-up: additional 5%</p>	<p>Basic: 60% of avg. of guaranteed hours (72 hours/month)</p> <p>Buy-up: 60% of avg. monthly income</p>	60%	50% of 85.5 hours at current rate

Long-Term Disability (cont'd)



	Alaska	American	Delta	Frontier	Hawaiian	JetBlue	Spirit	Southwest	United
Maximum Benefit Amount	None	\$8,000/mon.	None Minimum \$4,514/mon.	Basic and Buy-up 1: \$8,000/mon. Buy-up 2: \$15,000/mon.	None	Core: \$13,500/mon. Buy-up: \$15,000/ mon.	Basic: \$5,000/mon. Buy-up: \$15,000/mon.	\$11,500/mon.	\$11,000/mon.
Maximum Benefit Period	Age 65 Own Occupation to 65 Substance Abuse limited to 24 mon./lifetime	FAA mandatory retirement age Earnings test applies after 24 mon. Mental Illness and Substance Abuse limited to 24 mon.	FAA mandatory retirement age Own Occupation to 65 Substance Abuse 30 mon./incident 54 mon./lifetime	Age 65 Basic Own Occupation 24 mon. Buy-up Opt. 1 & 2 5 yrs. Mental Illness and Substance Abuse 24 mon./lifetime	FAA mandatory retirement age Own Occupation to 65 Mental Illness and Substance Abuse 24 mon./lifetime	FAA mandatory retirement age Own Occupation Age 65 Mental Illness 24 mon./lifetime	Age 65 Own Occupation 65 Mental Illness and Substance Abuse 24 mon./lifetime	1 year of credit for every 2 years of service, max 5 years. Unless SSD then FAA mandatory retirement age. Mental Illness and Substance Abuse 18 mon./lifetime	FAA mandatory retirement age Own Occupation Age 65 Substance Abuse 12 mon./lifetime

Long-Term Disability (cont'd)



	Alaska	American	Delta	Frontier	Hawaiian	JetBlue	Spirit	Southwest	United
Pilot Cost	None Income not imputed	None Income not imputed	None Income not imputed	Basic: None Imputed Income elected annually Buy-up 1 & 2: 100%	None Income not imputed	Core: None Buy-up: 100%	Basic: None Income not imputed Buy-up: 100%	None Imputed Income elected annually	35% of total cost
Retirement Contribution	Yes	No	Yes	No	Yes	No	No	No	No

Retirement Contributions



Carrier	Company contribution	Treatment of excess DC plan contributions
Alaska	16%; increase by 1% if any 3 of the following carriers increase contributions to 17%: DAL, UAL, AAL, SWA, JBU	Amounts that cannot be contributed due to IRS limits (415(c) and/or 401(a)(17)) will be paid in cash.
American	16%	Amounts that cannot be contributed due to IRS limits (415(c) and/or 401(a)(17)) will be paid in cash.
Delta	1/1/2024: 17% 1/1/2026: 18%	Amounts that cannot be contributed due to IRS limits (415(c) and/or 401(a)(17)) will be paid in cash.
Frontier	15%	Amounts that cannot be contributed due to IRS limits (415(c) and/or 401(a)(17)) will be paid in cash.
Hawaiian	3/2/2023: 16% 12/2/2026: 17%	415(c) excess contributed to Post-Medicare Health Plan and 401(a)(17) excess paid in cash
JetBlue	16%	415(c) excess contributed to Retiree HRA and 401(a)(17) excess paid in cash
Southwest	15%	Paid in cash or contributed to non-qualified plan
Spirit	15% 1/1/2024: 16%	Amounts that cannot be contributed due to IRS limits (415(c) and/or 401(a)(17)) will be paid in cash.
United	16%	Excess DC plan contributions due to 415(c) and/or 401(a)(17) go to Retirement Health Account



Scope Comparison

Scope – Successorship



→ Alaska

- The Company will require a Successor to comply with the following as an irrevocable condition of a Successorship Transaction, and a Successor will agree:
 - a. The Successor will continue to operate the Company in accordance with the Agreement.
 - b. The Successor (if a different legal entity from the Company) will cause the Company to continue to operate in accordance with the Agreement.
 - c. The Successor, if it acquired assets of the Company in a Successorship Transaction, will continue to operate those assets in accordance with the Agreement using Pilots.

→ American

- The Agreement shall be binding upon any Successor. The Company shall not bring a single step or multi-step Successorship Transaction to final conclusion unless the Successor agrees, in writing, to recognize the Association as the representative of pilots on the American Airlines Pilots Seniority List consistent with the Railway Labor Act, to employ the pilots on that list in accordance with the provisions of this Agreement, and to assume and be bound by this Agreement.

→ Delta

- The PWA (Pilot Working Agreement) will be binding upon any successor, including without limitation, any merged company or companies (as defined in Section 2. (a) of the Allegheny-Mohawk Labor Protective Provisions), assignee, purchaser, transferee, administrator, receiver, executor and/or trustee of all or substantially all of the equity securities and/or assets of the Company or any affiliate (a “successor”) whether as a result of a single transaction or multi-step transactions (a “successorship transaction”).

→ Frontier

- **This Agreement shall be binding upon any successor or assign of the Company unless and until changed in accordance with the provisions of the Railway Labor Act, as amended.**

→ Hawaiian

- The provisions of this Agreement shall be binding upon any Parent, Affiliate or Successor. The Company and its Affiliates shall require any successor to employ the pilots on the Hawaiian Airlines System Seniority List in accordance with the provisions of the Agreement and to assume and be bound by the Agreement.

Scope – Successorship (cont'd)



→ JetBlue

- In the event of a Transactional Event, regardless of whether it is anticipated to result in the merger of the Airline's operations with those of another air carrier, the Airline shall require any successor to assume the existing rates of pay, Pilot's seniority, and work rules in place at the time of the Transactional Event and to employ the Pilot in accordance with the terms and conditions of this Agreement.

→ Southwest

- This Agreement will be binding upon the parties hereto, their successors, administrators, executors, transferees and assigns. It is agreed that if the Company transfers the control, operation or management of all or substantially all of the assets of its business, in either a single transaction or series of transactions, to another person, entity, company, corporation, or firm, the Company will require such transferee to assume the obligations of this Agreement by specific provision in the agreement of transfer and to offer full-time regular employment to all SWA pilots employed within the bargaining unit at the time of such transfer.

→ Spirit

- The Company will cause a potential successor to agree in writing, as an irrevocable condition of a successorship transaction, that the Company or successor, as applicable, will continue to apply the terms of the Agreement to Spirit pilots, and will recognize the Association as the representative of Spirit pilots consistent with the Railway Labor Act.

→ United

- The Company and its Parent shall require any successor, to continue to recognize and treat with the Association as the representative of the United Pilots, to employ or cause the Company or Successor, as applicable, to continue to employ the United Pilots in accordance with the provisions of the Agreement and to assume and be bound by the Agreement, and, if the Successor is an air carrier or an Entity that Controls an air carrier, to abide by the Merger Transaction provision.

Scope – Merger and Labor Protections



→ Alaska

- The seniority lists of the Company Pilots and the Pilots employed by the other air carrier in the Merger Transaction shall be merged in accordance with Association Merger Policy (“Merger Policy”) if both pre-Merger Transaction Pilot groups are represented by the Association. If the other pre-Merger Transaction Pilot group is not represented by the Association, then the McCaskill-Bond Amendment and Sections 2.a., 3 and 13 of the Allegheny-Mohawk Labor Protective provisions (LPPs) shall apply.
 - **Pilot Protections:** As of the date the agreement that will result in the Merger Transaction is executed and pending the merger of the pre-Merger Transaction carriers and the pilot collective bargaining agreements and seniority lists, there shall be no decrease in the Company’s pre-Merger Transaction annualized block hours flown by the Pilots or the Company’s pre-Merger Transaction annualized available seat miles flown by the Pilots or the Company’s pre-Merger Transaction number of aircraft flown by the Pilots. If a decision is made not to complete the Merger Transaction, these protections will be discontinued on the date the Company notifies the Association of the decision. (6) The Company will ensure that no Pilot on the Alaska Airlines Pilot System Seniority List as of the date of notification pursuant to Section 1.F.9.a. is placed on involuntary furlough from the date of that notification until twenty-four (24) Months following the corporate merger close date. If a decision is made not to complete the Merger Transaction, this furlough protection will be discontinued on the date the Company notifies the Association of the decision. (7) The carriers involved in the Merger Transaction may rationalize routes; exchange assets (except as specifically prohibited in this Section 1.G.1.b.(1).); code share with each other; combine livery; integrate systems including, but not limited to, reservations and marketing; and undertake other steps to obtain a single operating certificate and coordinate operations, insofar as not specifically prohibited in this Section 1.G.1.b., prior to reaching a joint collective bargaining agreement with an integrated pilot seniority list. (8) The Company will be excused from compliance with the requirements of Sections 1.G.1.b.(5) and (6) in the event and only for the period of time a Circumstance Beyond the Company’s Control is the cause of such noncompliance.

→ American

- The Agreement shall be binding upon any Successor. The Company shall not bring a single step or multi-step Successorship Transaction to final conclusion unless the Successor agrees, in writing, to recognize the Association as the representative of pilots on the American Airlines Pilots Seniority List consistent with the Railway Labor Act, to employ the pilots on that list in accordance with the provisions of this Agreement, and to assume and be bound by this Agreement.
- If the Successor is an Air Carrier or an affiliate of an Air Carrier, the Company shall, at the option of the Association, require the Successor to agree to integrate the pre-transaction pilot seniority list(s) of the Company and the seniority list of the Successor in a fair and equitable manner within 12 months of the Successorship transaction pursuant to Sections 3. and 13. of the Allegheny-Mohawk Labor Protective Provisions (“LPPs”). The requirement of this provision does not apply to the Company’s acquisition of all or part of another Air Carrier in a transaction which includes the acquisition of aircraft and pilots.

→ Delta

- If a Company affiliate or successor employed a 1 pre-existing airmen group, the pilot and airmen seniority lists of the Company and the Company affiliate or successor will be integrated pursuant to Association merger policy if both groups are represented by the Association (in which case Section 1 D. 8. b. 1) – 4) will apply), or if the airmen of the Company affiliate or successor are not represented by the Association, then pursuant to Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions as provided in Section 117 of Public Law 110-161.



Scope – Merger and Labor Protections (cont'd)

→ Frontier

- Following the announcement of a Merger Transaction, the Company shall, upon the Association's request, promptly commence negotiations for a Transition and Process Agreement ("TPA"). The TPA shall include all of the protections in Section 1.G. of this Agreement unless the TPA parties agree otherwise. The Company and the Association will also agree to negotiate regarding other possible fence, protective, and transition terms to be in effect until the Operational Merger Date. The negotiations described in this Section 1.G.1. shall not be a prerequisite for closing or completing the Merger Transaction. (See contract for specific protections referenced)

→ Hawaiian

- The pilots will be provided with the same labor protective provisions specified by the Civil Aeronautics Board in Section 2, 3, and 13 only of the Allegheny-Mohawk merger conditions as amended (herein "LPP") as a material and irrevocable written condition of any future merger or acquisition, as defined by Section 2(a) of said LPP, involving the Company. The written condition to provide the pilots with said LPP shall be embodied in a signed agreement between/among the parties to the transaction.
 - (a) Bind all parties to the transaction, including the Company and any successor of the Company, to assume and carry out the obligation to provide the pilots with said LPP as a material and irrevocable condition of entering into, concluding and implementing their transaction. (b) Provide that the Association and affected pilots shall have all necessary and required rights and standing to invoke said LPP, and to take such action as is necessary to enforce the application of said LPP, against all parties to the transaction, including the Company and any successor of the Company; provided that, with respect to the integration of seniority lists between/among two or more groups represented by the Association, the Association merger policy shall be applied according to its terms before Section 13 of the said LPP may be invoked as to any dispute or controversy over integration of seniority lists, and that Section 13 may be invoked on behalf of the pilots only by the Association as bargaining representative. (c) Provide that the Association and the affected pilots shall be entitled to a remedy of specific performance, including injunctive relief, against all parties to the transaction, including the Company and any successor of the Company, to enforce the application of said LPP.

→ JetBlue

- The Companies or Successor and the pilot groups subject to the transaction will negotiate a Transition and Process Agreement ("TPA") to outline the procedures and timelines for negotiation of a joint collective bargaining agreement and the integration of the Pilot System Seniority Lists
- The Carrier Parties shall provide the pilots employed by the Company and the Other Air Carrier with the seniority integration rights governed by Association Merger Policy if both pre-transaction pilot groups are represented by the Association and by the McCaskill-Bond Amendment and Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions if both pilot groups are not so represented
- There shall be no furloughs due to a Transactional Event until two (2) years after the closing of the Transactional Event

Scope – Merger and Labor Protections (cont'd)



→ Southwest

- In the event of a transaction or series of transactions with an air carrier or any person or entity that owns or controls or is owned or controlled by an air carrier, which may result in an operational merger, the Company will require, as an irrevocable condition of such transaction or series of transactions, that the transferee will offer full-time regular employment to all SWA pilots employed within the bargaining unit on the date of the transaction, provide such SWA pilots with the seniority integration procedures established under Sections 3 and 13 of the “Allegheny-Mohawk Labor Protection Provisions”, 59 CAB 22 (1972), (including accepting the pilot seniority list obtained through that process as the pilot seniority list of the merged carrier), and maintain the statutory status quo of rates of pay, rules and working conditions established under this Agreement pending such operational merger.

→ Spirit

- The pilots employed by the Company will be entitled to seniority integration rights governed by Association Merger Policy if both pre-transaction pilot groups are represented by the Association, or by the McCaskill-Bond amendment and Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions if one pilot group is not represented by ALPA. The Association agrees that it shall promptly invoke such procedures, provided such procedures need not be completed and a single seniority list need not be established until completion of a single collective bargaining agreement.
 - Requires “Transition and Process Agreement” which shall include at a minimum: Separate operations until operational merger date (OMD); No block-hour reductions (compared to rolling previous 12 months) for Spirit pilots until OMD; Spirit pilots operate Spirit aircraft, and no aircraft transfers, until OMD ; Association merger policy applies, to include joint CBA and seniority list integration; Fence (separate pilot groups) until seniority list integration; Provisions for single carrier/single CBA; No furlough from announced proposed merger through 12 months post-OMD.

→ United

- The Carrier Parties shall provide the pilots employed by the Company and the Other Air Carrier with the seniority integration rights governed by Association Merger Policy if both pre-transaction pilot groups are represented by the Association and by the McCaskill-Bond Amendment and Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions if both pilot groups are not so represented. The Association agrees that it shall promptly invoke such procedures, provided that such procedures need not be completed and a seniority list need not be established until completion of a single collective bargaining agreement.

Scope – Subcontracting



→ Alaska

- Except as otherwise provided in Sections 1.B.3., 1.C., 1.D. and 1.E., and other than circumstances limited in number and consistent with Company practices as of or prior to the Effective Date, (i) all flying // now or hereafter conducted by or for the Company, including without limitation all passenger flying, cargo flying, as well as scheduled and non-scheduled flying, revenue and non-revenue flying (“Company Flying”), shall be performed by Pilots on the Alaska Airlines Pilot System Seniority List, and (ii) there will be no contracting or subcontracting of Company Flying to any other air carrier without prior written agreement between the Company and the Association.

→ American

- Neither the Company nor an Affiliate shall, without the Association's prior written consent, enter into any transaction, agreement, or arrangement, except as expressly permitted in Section 1.D. through L. below, that permits or provides for any form of contracting out or subcontracting out of any Company flying covered by subsection C.1., or any wet-leasing from an entity or any chartering of such flying from an entity.

→ Delta

- Except as otherwise provided in Sections 1 D., E., and Q., there will be no contracting or subcontracting of any Company flying to any other air carrier or performance of Company flying by pilots of any other air carrier without the prior written consent of the Delta MEC.

→ Frontier

- **The Company may contract with other air carriers to perform present or future flying but only under the following conditions: a. The Company must notify the chairman of the Frontier Pilots’ ALPA Master Executive Council at least one (1) week before entering into such contract, or within such shorter period, if one (1) week of notice is not feasible under the circumstances; b. Such contract is necessary to fulfill the published schedule of the Company; c. The Company does not have sufficient aircraft to perform such flying; d. Each such contract shall not exceed thirty (30) days in duration; provided, however, if the reason for the contract is damage to Company aircraft or delay (not caused by the Company) in scheduled aircraft delivery, the total duration of the contract may be extended to a maximum of ninety (90) days so long as the Company is making commercially-reasonable efforts to repair, replace or take delivery of the aircraft in question. These duration limits are subject to extension for a period of thirty (30) days or longer with approval of the Frontier Pilots’ ALPA Master Executive Council; and e. No Pilot is furloughed or Displaced as a result of such contracting.**



Scope – Subcontracting (cont'd)

→ Hawaiian

- As used herein, the term "all revenue flying performed by or for the Company or any Affiliate" shall include, but not be limited to, all flying over the Company's or any Affiliate's present or future routes and extensions thereof, and any flying subcontracted for or by the Company or any Affiliate and/or subcontracted out by the Company or any Affiliate, any "wet-lease" flying, and any flying under the Company's or an Affiliate's control.
- Except as provided in Paragraph B6 and B.7 of this Section, all revenue flying by or for the Company or any Affiliate covered by this Agreement shall be performed by pilots whose names appear on the Hawaiian Airlines, Inc. Pilots' System Seniority List under the terms and conditions of the Agreement.

→ JetBlue

- The Company may assign or subcontract revenue flying for up to ninety (90) days (subject to extension with the written consent of Association) to deal with an unanticipated FAA or aircraft manufacturer maintenance requirement or delivery delays caused by the manufacturer, provided no Pilot is furloughed as a result of such contracting

→ Southwest

- Subcontracted Revenue Flying" as used in this Agreement shall refer to transactions in which the Company contracts for another carrier and its pilots to perform flying (e.g., a wet lease) covered by this Agreement.
- The Company will not engage in Subcontracted Revenue Flying nor contract for flying to be performed by another carrier except as provided in Section 1.F., Airline Partnerships, of this Agreement.

→ Spirit

- Except as otherwise provided in this Agreement, all flying on the Company's aircraft (whether leased or owned by the Company) or under the Company's operational control, including wet leases (aircraft and crew), and contracting for other carriers or entities (government, military or commercial), but not dry leases (aircraft, but no crew) to other carriers or entities shall be performed by pilots on the Spirit Airline Pilots Seniority List.
- Notwithstanding above, the Company may assign or contract out revenue flying for a period not in excess of ninety (90) days per occurrence if (a) such conduct is necessary to accomplish the needs of the service of the Company, and (b) the Company does not have sufficient aircraft or pilots to perform the revenue flying assigned or contracted out, and (c) no Company pilot is furloughed as a result of such contracting out of revenue flying. The Company shall provide notice to the Association prior to entering any agreement to assign or contract out revenue flying.

Scope – Subcontracting (cont'd)



→ United

- The Pilots and flight instructors on the Seniority List (the “United Pilots,” “United pilots,” “Company Pilots,” or “Company pilots”) shall have the sole and exclusive right to perform, train, and be trained to perform Company Flying and operate Company Aircraft in accordance with the terms and conditions of this agreement or any other applicable agreement or agreements between the Company and the Association (together, the “Agreement”).
- Except as provided in Section 1-B-2, “Company Flying” includes without limitation all commercial flight operations of any sort whatsoever, whether revenue, nonrevenue, scheduled or unscheduled, conducted (i) by or for the Company or a Company Affiliate, or (ii) by the Company or a Company Affiliate for other air carriers, (iii) by an Entity managed by or under the Control of the Company or a Company Affiliate, or (iv) pursuant to an agreement or arrangement with the Company or Company Affiliate not permitted by Sections 1-C or 1-D.



Scope – Fragmentation / Transfer of Assets

→ Alaska

- The Company will require the Buyer, as an irrevocable condition of the Asset Sale/Fragmentation Transaction, to: a. Employ a certain number of Pilots determined by calculating for the Company Aircraft transferred to the Buyer the average Pilot staffing on a Monthly basis during the twelve (12) full Months preceding the date of the first agreement resulting in the Asset Sale/Fragmentation Transaction (with the average Pilot staffing number rounded to the nearest whole number, see Section 1.B.3.b.(1), above). The Buyer will offer employment to Pilots in seniority order; an offer of employment rejected by a Pilot will in turn be offered to the next senior Pilot, if any. b. Employ transferring Pilots under the terms of any collective bargaining agreement of the other air carrier's pilots and, integrate transferring Pilots into the other air carrier's pilot seniority list in accordance with Section 1.G.1.b.(2).

→ American

- If in any 12 month period, the Company sells 20% or more of its aircraft related assets value to another carrier the company will require a proffer of employment equal to average monthly pilot staffing and may not conclude such transfer until the pilots are integrated under Allegheny-Mohawk

→ Delta

- As a condition of any fragmentation transaction, the Company will, at the request of the Association, require the transferee of assets to, employ a certain number of Delta pilots, offer employment to the Delta pilots selected for the right to transfer, provide that the transferring pilots will be integrated with the transferee's pilots pursuant to Association Merger Policy if the transferee's pilots are represented by the Association.

→ Frontier

- **The Company will ensure that the system-wide Block hours scheduled to be performed by Pilots in any rolling period of twelve (12) full calendar months shall not be less than ninety-five percent (95%) of the system-wide scheduled Block hours which existed in the twelve (12) full calendar months immediately preceding the closing date of the acquisition transaction.**

→ Hawaiian

- If, within a (12) month period, the Company sells, transfers or disposes of (20%) or more of the assets of the Company, then:
 - a. Constitutes a Triggering Event, Transferring Pilots shall be offered the opportunity to transfer.
 - b. The Transferring Pilots shall be selected on the basis of seniority; and
 - c. Require the Transferee to employ under rates of pay, rules and working conditions no less favorable; integrate the pilots pursuant to Association Merger Policy or Allegheny- Mohawk. and
 - d. Any pilot who transfers to the Transferee shall be required to resign

Scope – Fragmentation / Transfer of Assets (cont'd)



→ JetBlue

- In the event of a transaction with an air carrier certified under Part 121 or any person or entity that owns or controls or is owned or controlled by an air carrier certified under Part 121, by which the Company disposes of and/or transfers directly or indirectly, either in a single transaction or a series of transactions, more than 25% of its ASMs (as determined on a net basis inclusive of any additional aircraft acquisitions, deliveries or purchases within such 12 month period) (a “Significant Asset Sale”), then as an irrevocable condition of such transaction the transferee will, at the discretion of the Association:
 - offer employment in accordance with seniority to the number of Pilots as proportionately related to the assets transferred; and
 - integrate such Pilots into the air carrier’s pilot seniority list

→ Southwest

- In the event of a transaction(s) with an air carrier/person/entity, resulting in the Company disposing of and/or transfers, either (a) 25+ aircraft, or (b) Company assets that reduce daily scheduled block of 500+ hours, the Company will require an offer of employment to the number of pilots to be determined, (number of positions =average monthly pilot staffing utilized (12) months prior); negotiate/arbitrate under Allegheny-Mohawk Section 13, and integrate the two groups with Sections 3 and 13 of Allegheny-Mohawk, when the acquiring carrier integrates pre-merger operations.

→ Spirit

- In the event an air carrier or an Entity that controls an air carrier acquires the Company, or if the Company or an Entity that controls the Company acquires another air carrier, and the parties to the transaction determine that the Company will not be operationally merged with the other air carrier, the Company will agree to, and will secure the agreement of the other party(ies) to the transaction to undertake the same obligations as the Company with respect to the following provisions:
 - Spirit pilots will have the right to operate all aircraft on hand at the Company or on firm order for the use of the Company as of the date of the closing of the acquisition transaction.
 - No Spirit pilot as of the date of the announcement of the proposed acquisition transaction shall be placed on furlough as a result of the acquisition.
 - The Company will ensure that the system-wide block hours scheduled to be performed by Spirit pilots shall not be less than ninety-five percent (95 %) the system-wide scheduled block hours which existed in the twelve (12) calendar months immediately preceding the closing date of the acquisition transaction.
 - The ratio of system-wide block hours performed by Spirit pilots as compared to that performed by the acquired carrier will not diminish by more than five (5%) compared to the ratio which existed as of the closing of the acquisition transaction during any rolling twelve month period as of the closing date of the acquisition transaction. This paragraph shall not apply with respect to acquisitions of a Foreign Air Carrier or an air carrier operating a fleet composed wholly of Regional Aircraft.
 - The Company will not assign or allocate flying or aircraft to the carriers it controls for the purpose of securing contractual relief or concessions (i.e. no “whipsawing”).
 - The Company shall be excused from compliance with the foregoing paragraphs 1-4 in the event of a “Circumstance Beyond The Company’s Control,” the retirement of aircraft in the normal course of business, or requirement by a government agency that the Company reduce or cancel service, as well as from paragraph 1 for economic reasons, not related to the acquisition transaction, and one of the foregoing is the cause of non-compliance.

Scope – Fragmentation / Transfer of Assets (cont'd)



✈ United

- Pilots transfer with seniority integration rights governed by Association Merger Policy and by the McCaskill-Bond Amendment and Sections 3 and 13 of the Allegheny-Mohawk if the Company disposes of or transfers to an air carrier aircraft or route authority (1) 75% or more of gates or facilities at a hub, (2) aircraft or route authority which produce 15% or more of the Company's operating revenues, block hours or ASM's during the 12 months before the date of the agreement to transfer the aircraft or route authority, net of revenues, block hours or ASM's that are produced by aircraft or route authority introduced during those 12 months. Requiring the Transferee to offer pilot employment to eligible United Pilots.



Scope – *Alter Ego / Change in Control*

→ Alaska

- The Company and its Parent will not create or maintain an alter ego airline.

→ American

- In the event that any person or entity proposes a transaction which would result in a change of control or potential change of control of the Company or its parent, and the Company determines to pursue or facilitate the proposal, the Company, if consistent with the fiduciary duties of its Board of Directors, shall provide the Association with;
 - 1. advance written notice before acting favorably on such proposal; and
 - 2. an opportunity to make a competing proposal.

→ Delta

- In the event of a single transaction or multi-step related transactions, any entity acquires control of the Company or any Company affiliate air carrier that operates other than permitted aircraft types (any such transaction, a “change in control”), the Association will have the right in its sole discretion upon written notice to the Company within 60 days of receiving written notice of the change in control, to either:
 - a. serve a Section 6 notice to reopen the PWA in whole or in part, or
 - b. extend the duration of the PWA for one, two or three years, at the Association’s option, past the amendable date with 3% annual wage increases on the amendable date and on the subsequent anniversary date(s) of the amendable dates, if applicable.

→ Frontier

- **The Company, or any Affiliate thereof, shall not establish or acquire an “alter ego” airline for the purpose of transferring the assets of the Company to such airline or Entity and/or to avoid the terms and conditions of this Agreement. This provision, however, does not prohibit a transaction in accordance with the terms of Paragraphs G. or H., below, provided that the transaction is not for a purpose prohibited by the first sentence of this paragraph.**



Scope – Alter Ego / Change in Control (cont'd)

→ Hawaiian

- In the event a “Change of Control” occurs and within (2) years (i) replaces a majority of the directors of the Company or of Hawaiian Holdings, or (ii) directs Holdings’ board and/or influences the operations of the Company then:
 - a. the Association shall have the right to extend duration up to (2) years from the Change of Control Event; and
 - B. Holdings and the Company either (i) issue to pilots common shares of Holdings having an aggregate market value of \$1,500,000, or (ii) pay \$1,500,000 in cash.
- A “Change of control” occurs through transaction(s), (i) acquires more than 40% of the capital stock, or (ii) obtains the right to elect the majority of Holdings’ directors.

→ JetBlue

- The Company will not enter into any “alter ego” or “double breasted” arrangement, or an agreement in which an affiliate performs Part 121 flying, unless such flying is performed by Pilots on the JetBlue System Seniority List under the terms of this Agreement, except for the period prior to the integration of the seniority lists of the two carriers in the event of a merger

→ Southwest

- Investment in an Airline Partnership by the Company shall not be used to establish a de facto subsidiary or alter ego carrier in circumvention of the intent and purpose of the Scope and Recognition provisions in Section 1.A. and 1.B.

→ Spirit

- The Company shall not create or acquire an "alter ego" to avoid the terms and conditions of the Agreement.

→ United

- No Language for Alter Ego
- Without limitation to any other restriction set forth in this Section 1 and only as a clarification regarding limits on Company operations under this Section 1, the Company shall not continue any portion of an existing agreement or arrangement, or enter into any new agreement or arrangement, for creation of a new Foreign Air Carrier over which the Company has Control, and which operates Flights between the United States and Territories and any Foreign Airport (e.g., Aer Lingus joint venture).

Scope – Domestic and International Code Share



→ Alaska

- Following the Effective Date, the Company may enter into code share agreements with domestic air carriers and foreign air carriers which are not Existing Code Share Partners (the “New Code Share Partners”), and through such agreements with New Code Share Partners may have code sharing arrangements with the code sharing partners of the New Code Share Partners, provided that:
 - Domestic New Code Share Partners - (1) Except as agreed in writing by the Company and the Association, the Company may not enter a code share agreement with a domestic air carrier that exclusively operates aircraft configured with one hundred fifteen (115) or fewer passenger seats except that the Company may enter into code share agreements with such carriers: (a) so long as the aircraft bearing the Company’s designator code are Small Aircraft; or (b) where the aircraft bearing the Company’s designator code are configured with between seventy-seven (77) and one hundred fifteen (115) passenger seats, so long as the share of passenger traffic traveling under the Company’s designator code does not exceed 10% of the seats on the codeshare flights (measured Monthly). (2) The block hours flown by the Company increase during the relevant Comparison Period compared to the relevant Base Period (Comparison Period and Base Period both defined below); and (3) The number of Active Pilots on the Alaska Airlines Pilot System Seniority List on the effective date of the code share agreement with the domestic New Code Share Partner has increased compared to the maximum number of Active Pilots on the Alaska Airlines Pilot System Seniority List at any point during the three hundred sixty-five (365) days prior to the effective date of the code share agreement.
 - Foreign New Code Share Partners - (1) The block hours flown by the Company increase during the relevant Comparison Period compared to the relevant Base Period (Comparison Period and Base Period both defined below); and (2) The number of Active Pilots on the Alaska Airlines Pilot System Seniority List on the effective date of the code share agreement with the foreign New Code Share Partner has increased compared to the maximum number of Pilots on the Alaska Airlines Pilot System Seniority List at any point during the three hundred sixty-five (365) days prior to the effective date of the code share agreement. (3) The above provisions of Section 1.C.2.b.(1) and (2) may be waived on a case-by-case basis by mutual agreement in writing between the Company and the Association. c. A “Comparison Period” is the period of twelve (12) full consecutive Months immediately preceding the effective date of a code share agreement between the Company and a New Code Share Partner. d. “Base Period” is the period of twelve (12) full consecutive Months immediately preceding the relevant Comparison Period.

→ American

- Special exceptions and coverage for Alaska and Hawaiian (inter-island).
- Restrictions: Code share with Domestic Air Carriers shall not exceed 15% of the domestic AA scheduled monthly ASMs during the same rolling 12 months excluding AA code on AS and HA.
- Hub Restrictions: No AA hub to AA hub, however AA hub to OAL hub permitted but the ratio of coded ASMs to AA ASMs cannot exceed 125% of pre-existing division of flying in the market.

→ Delta

- DAL may enter into domestic and international marketing agreements, code-share agreements, and profit/loss or revenue sharing agreements subject to restrictions.
- DCI aircraft defined by MGTOW and certificated capacity with restrictions on flights to/from hubs, between hubs, and stage length.
- DAL may not place DL code on more than 40% of the passenger seats in any month on any pair of flight segments of a foreign carrier. Other restrictions apply regarding seat capacity and geographic areas.
- Neither DAL nor an affiliate will place its code on the flight of a foreign air carrier that operates a flight within the United States (Alaska cargo exceptions apply).
- DAL may only enter Profit/Loss or Revenue Sharing agreements with an international partner whose home country is served by DAL at least four round trips per week, and so long as Delta scheduled block hours between the U.S. and the home country of such international partner are not reduced, unless production balance agreement is reached with ALPA.
- DAL must match collective Partner international widebody block hours flown under established Joint Ventures on a one-for-one basis with its own scheduled international widebody block hours; non-compliance triggers a headcount based remedy based on an established formula.

Scope – Domestic and International Code Share (cont'd)



→ Frontier

- The Company may enter into a code share agreement, a marketing agreement, a capacity purchase agreement, an interline agreement, a pro-rate agreement or a block space agreement so long as: (i) the implementation or maintenance of any such agreement(s) does not result in the furlough of any of the Company's Pilots; (ii) no Company Pilot has been furloughed in the six (6) calendar months preceding the effective date of such agreement(s); and (iii) the Company does not eliminate or reduce its flying on a route (i.e., a non-stop city-pair) and replace the route or flying with flying by another carrier pursuant to any such agreement(s), unless the Company increases its system-wide scheduled block hours in an amount equal to the scheduled block hours attributable to the route elimination or reduction, with such increase to be measured by comparing the Company's system-wide block hours in each trailing period of twelve (12) calendar months to the same twelve (12) calendar months immediately before the reduction of Company flying on, or elimination of, such route.

→ Hawaiian

- The Company or an Affiliate of the Company shall be prohibited from entering into marketing and related arrangements that permit another air carrier to utilize the Company's designator code, name, logo, marks or cargo manifests in commercial flight operations, unless specific requirements are satisfied.
- Feeder Code Share Partners: Has a maximum of 69 seats, does not result in any Hawaiian pilot furlough, with hub restrictions.
- Non-Feeder Code Share Partners: For each calendar quarter the Current ASM Ratio for flights scheduled to be operated between that Code Share Partner's home country and Hawaii will not exceed 110% of the Base ASM Ratio for that quarter for such flights along with hub restrictions.
- "Joint Venture" for purpose of this Agreement means the business relationship between Hawaiian Airlines and a Foreign Air Carrier in which revenues, or the costs and revenues of flights within the Joint Venture are shared between air carrier partners. Prior to the implementation of a new Joint Venture with a Foreign Air Carrier, ALPA and the Company must negotiate and agree on a base ASM ratio between Hawaiian Airlines and the Foreign Air Carrier on all flights between Hawaii and the home country of the Foreign Air Carrier.

→ JetBlue

- The Company may enter into a Commercial Agreement provided: a. The block hours operated by the Company increase during the relevant Comparison Period compared to the relevant Base Period, and b. The number of Active Pilots employed by the Company on the effective date of the Commercial Agreement has increased compared to the number of Active Pilots employed 365 days prior to the effective date.
- The Company may enter into or maintain a Commercial Agreement with a Domestic Air Carrier that is a new partner and is similar in size (e.g., Alaska Airlines) or smaller (measured by annual ASMs) than the Company in the relevant Comparison Period, provided: a. The Company operated at least 3% more aircraft block hours in that Comparison Period than in the relevant Base Period, and b. In each one-year period commencing first with the calendar month that includes the effective date of the Commercial Agreement and then commencing with the anniversary month of the first such period, the Company operates at least 1% more aircraft block hours than in the previous one-year period.
- The Company may not renew or amend an existing Commercial Agreement, modify a pro-rate formula in a Commercial Agreement, or increase the ASMs, city pairs, or block hours that it permits the other air carrier or air carriers to operate under an existing Commercial Agreement, unless: a. The block hours operated by the Company increase during the relevant Comparison Period compared to the relevant Base Period, and b. The number of Active Pilots employed by the Company has increased compared to the number of Active Pilots employed by the Company 365 days prior to the effective date of the renewal or amendment.
- Additional Joint Venture Restrictions
- Subject to Paragraphs B.1-5 herein, the Company may maintain the JB-AA Commercial Agreement, notwithstanding Sections 1.F.7 and 1.F.8 of the Agreement, on the condition that any Codeshare Flight must be part of a Codeshare Itinerary.

Scope – Domestic and International Code Share (cont'd)



→ Southwest

- The Company may enter into Code Share Agreements with foreign carriers where flight service connections are provided with restrictions.
- Domestic Agreements: Interline is prohibited with Code Share limited to intra-Alaska and inter-island Hawaii
- International Agreements: Interline near international small cities by PDEW (Passenger Daily Each Way) limit, near international PDEW limit by destination, far international PDEW limit by geographic region. Code Share far international PDEW, inter-island Caribbean.

→ Spirit

- The Company may enter into a code-share agreement, a marketing agreement, an interline agreement, a pro-rate agreement, block space agreement, revenue sharing agreement or joint venture so long as any such agreement does not result in the furlough of any of the Company's pilots, or a reduction in system-wide block hours scheduled to be performed by the Company's pilots when measured as of the completion of each trailing period of 12 calendar months after the effective date of such agreement (e.g. March 2018 – February 2019) to the previous period of the same twelve months (March 2017-February 2018). The Company will not participate in revenue sharing or joint ventures agreements with other carriers in which Spirit pilots do not perform a portion of the flying to the extent the flying subject to the revenue sharing or joint venture is permitted to be flown by, and is accessible to, the Company.

→ United

- The Company may enter into and maintain codeshare agreements with:
 - United Express flying
 - Domestic Code Share partners
 - Foreign Air Carriers
- All have various limits and caps based on ASM's, hub to hub flying, geographic limits, revenue limitations, etc.