



**SkyWest Pilots
November 2018
Tentative Agreement**

Fellow Pilots,

It has been 3 short months since our last TA vote, and I want to begin by thanking you again for your unified voice on the last pay package. That overwhelming vote has allowed the negotiating team to insist on significant, real gains in the intervening time.

What you have before you is one of the largest contracts ever offered to a regional airline labor group. This offer represents an immediate average 17.4% increase inayscale alone while not touching discretionary income or removing First Officers pilot profit sharing, as was previously the case. While the previous offer represented an increase of approximately \$130 million over the course of the remaining 4 years of the existing contract, this offer represents more than \$100 million above that previous offer: \$231 million total for our pilot group. **When all guaranteed and discretionary elements of compensation are combined, SkyWest pilots will be the highest paid regional pilots in the industry.**

Since our last vote many things have changed outside of pay. SAPA has negotiated hotels for crews canceled in domicile, an industry leading maternity policy, iPads instead of Surface hardware for the EFB, and many other policy improvements (quarterly master vacation, fixed wing requirements removed for upgrade, and additional benefits to industry experience pilots to name a few). It is important to emphasize the fact that SAPA continues to push for and secure quality of life improvements whether or not we are voting on a pay agreement. I think sometimes pilots think these negotiations are the only way to achieve gains, and that simply is not the case.

Aside from these scale increases, all benefits negotiated in the previous agreement will stay in place. The following is a list of non-payscale improvements included in this offer:

- The new duty rig guarantee of 1 hour of credit for every 2 hours of *actual duty* time will pay protect all pilots for delays
- New *credit* hour override will pay 130% on all awarded flying done over 87 credit hours
- Increase to 12% 401(k) match to all pilots over 20 years
- Pilot Profit Sharing guarantee increases to \$200 million/year (First Officers stay in the program)
- All First Officer scales will increase equally, up to \$5, if the company raises any new-hire pay
- Discretionary 401(k), Financial, and Performance Rewards will remain in place

The ONLY trades being requested for these gains are a 6-month extension to our current agreement and allowing SkyWest the option to offer hiring bonuses of up to \$40,000.

It is with quite a lot of enthusiasm that your SkyWest Airlines Pilots Association unanimously recommends this pay package for your consideration. We are in a new era of pilot valuation, with every airline scrambling for our services, and this agreement makes us the highest paid in the industry. It also gives SkyWest management the tools to only accept the very best candidates as part of our group. I would ask that everyone evaluate this offer on its own merit: top of industry scale and work rule increases to all pilots against a 6-month contract extension and a \$40,000 hiring bonus.

As I say every time, simply because it is so true, it is always an honor representing SkyWest's nearly 4,800 pilots. This job is absolutely the most important/wonderful/difficult thing I have ever undertaken, and I appreciate the value you all bring to this industry and airline more with each passing year.

Thank you,
Russell Jacobie
SAPA President



November 2018 Tentative Agreement

Term

- November 1, 2018 through December 31, 2022

Scale Increases

- Captains initial raise ranges from 3% to 16% effective Nov 1st 2018, 2-1.5% Jan 1st 2020, 1% Jan 1st 2021 and 2022
- First Officers initial raise ranges from 16% to 33% effective Nov 1st 2018, 2-1.5% Jan 1st 2020, 1% Jan 1st 2021 and 2022
- First officer scales can be raised an additional \$5/hour (will apply equally to all years)
- All First Officers paid same scales (no 175/200/700/900 differences)

Pilot Profit Sharing

- Minimum net income guarantee increases to \$200M each year

Hiring Bonus

- The company has the right to offer up to a \$40,000 hiring bonus (creates a cap of \$40k)

Work Rule Improvements

- Effective Jan 1st, 2019 all awarded flying done over 87 hours will pay 130%
- Effective Nov 1st, 2018 a new Duty Time Guarantee will apply. All pilots will make at least one hour of pay for every two hours of Duty Time actually worked in a duty period

401(k) Match Increase

- Effective Jan 1st, 2019 the 401(k) match will increase to 12% for all pilots at or above 20 years seniority

Package Summary

	2018	2019	2020	2021	2022
Scale Raise FO	33-16%	0 %	2-1.5%	1%	1%
Scale Raise CA	16-3%	0 %	2-1.5%	1%	1%
PPS Guarantee	\$100M*	\$200M	\$200M	\$200M	\$200M

*\$100M PPS applies to second half of 2018 only

SP3008 Compensation

3. 401(k) Retirement Plan

- A. For all pilots the following will apply:
 - 1) The Company will provide matching contributions, dollar-for-dollar, up to the following percentages based on completed years of service:
 - a) 1-4 years of service = 4%
 - b) 5-9 years of service = 6%
 - c) 10-14 years of service = 8%
 - d) 15-19 years of service = 10%
 - e) 20+ years of service = 12%
- B. Pilots will be disaggregated from all other workgroups for purposes of the required annual ADP and ACP compliance testing.

4. Determining Credit Hours

- A. The value of hours worked for pay purposes (credit hours) will be determined by the Company. Credit hours for a leg, a duty period, and a pairing are determined as follows:
 - 1) A leg's credit hour value is the greater of:
 - a) Historical block-to-block time (includes deadheads), or
 - b) Actual block-to-block time.
 - 2) A duty period's credit hour value is the greater of the:
 - a) Sum of the leg credit hour values within the duty period, or
 - b) Duty and premium pay guarantee, or
 - c) Minimum daily guarantee, or
 - d) One hour of pay for every two hours of actual duty.
 - 3) A pairing's credit hour value is the greater of the:
 - a) Sum of the duty periods' credit hour values within the pairing, or
 - b) Time away from base (TAFB) guarantee.
- B. A duty period, which is modified by adding an additional leg(s) and is originally scheduled to credit minimum daily guarantee (MDG), will credit the value of the additional leg(s) in addition to the MDG of the duty period.

5. Minimum Bid / Pay Guarantees

- A. No change
- B. No change
- C. No change
- D. Pilots will earn a 30% override on all bid awarded and flown pairings containing revenue flights from PBS/DMA Adjusted Bid Award in excess of 87 credit hours.
 - 1) Any changes initiated by the company do not affect this 30% override.
 - 2) Pick-ups, trades, and exchanges will be allowed, however, override credit is only applicable on credit flown up to the pilot's original PBS/DMA Adjusted Bid Award.
 - 3) Only pairings containing revenue flights from the published PBS or DMA bid package will count towards the 87 credit hours.

25. Hiring Bonus

- A. SkyWest may offer a hiring bonus of no more than \$40,000 to all new-hire pilots with the payment structure at the Company's discretion.

25.26. Pilot Profit Sharing (PPS) Program

- A. No change
- B. No change
- C. No change
- D. Guarantee – The total PPS distribution will be no less than:

Pilot Profit Sharing Guaranteed Payment Schedule						
	<u>2017</u>	<u>2018*</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Guarantee	<u>\$130M</u>	<u>\$100M</u>	<u>\$200M</u>	<u>\$200M</u>	<u>\$200M</u>	<u>\$200M</u>
Percentage Net Profit	<u>9%</u>	<u>9%</u>	<u>9%</u>	<u>9%</u>	<u>9%</u>	<u>9%</u>
Minimum Distribution	<u>\$11.7M</u>	<u>\$9.0M</u>	<u>\$18.0M</u>	<u>\$18.0M</u>	<u>\$18.0M</u>	<u>\$18.0M</u>

* Guarantee applies only to second half of 2018 (March 15th, 2019 payment)

* ~~Guarantee applies only to first half of 2022 (September 15th, 2022 payment)~~

- 1) \$9 million for the sum of the total PPS distributions covering net income for the second half of 2018.
- 2) \$18 million for the sum of the total PPS distributions covering net income in 2019 (reconciled annually).
- 3) \$18 million for the sum of the total PPS distributions covering net income in 2020 (reconciled annually).
- 4) \$18 million for the sum of the total PPS distributions covering net income in 2021 (reconciled annually).
- 5) \$18 million for the sum of the total PPS distributions covering net income in 2022 (reconciled annually). ~~the first half of 2022.~~ The semi-annual PPS distribution will continue at 9% of net income with no minimum value guarantee.

E. Payout calculation: An individual pilot's profit share payout is determined as follows:

1) Defined Values for Calculation:

- a) **Individual Credit** – The total number of credit hours earned during a payout period by and individual eligible pilot with a cap of 750 total hours.
- b) **Rank Multiplier** – Captains apply a multiple of 1.15 and first officers apply a multiple of 0.85 to their Individual Credit. To apply the captain multiplier, an individual captain must be earning a captain rate prior to the beginning of the payout period.
- c) **Pilot Wide Credit** – The sum of the entire pilot group's Individual Credit after applying the cap and Rank Multiplier.
- d) **Distribution** – The total PPS distribution amount.

2) Individual Profit Share Payout Calculation:

- a) To calculate a pilot's individual profit share payout, multiply the **Individual Credit** by the **Rank Multiplier**, divided by the **Pilot Wide Credit**, and multiply by the **Distribution**:

$$\text{Individual Payout} = \frac{(\text{Individual Credit} * \text{Rank Multiplier})}{\text{Pilot Wide Credit}} * \text{Distribution}$$

3) Examples:

#1: A captain credits 475 hours the second half of 2018 and the **Pilot Wide Credit** is 2,200,000. The **Distribution** is \$9,000,000 (assuming 9% of \$100,000,000 net profit in the payout period). Payout would be \$ 2,234.66.

$$\frac{475 * 1.15}{2,200,000} * \$9,000,000 = \$2,234.66$$

#2: An FO credits 475 hours the second half of 2019 and the **Pilot Wide Credit** is 2,200,000. The **Distribution** is \$9,000,000 (assuming 9% of 100,000,000 net profit in the payout period). Payout would be \$1651.70.

$$\frac{475 * 0.85}{2,200,000} * \$9,000,000 = \$1,651.70$$

#3: A captain works 850 hours during the second half of 2019 and during that time the Company's net income is \$140,000,000. The captain's **Individual Credit** is 750 due to the cap. The **Pilot Wide Credit** is 2,200,000. The **Distribution** is \$12,600,000 (9% of \$140,000,000). Payout would be \$4,939.77.

$$\frac{750 * 1.15}{2,200,000} * \$12,600,000 = \$4,939.77$$

SP3027 Compensation

1. Pay Scale Captain – CRJ Rates

Captain – CRJ Base Rate (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1st, 2018</u>	2019	2020	2021	2022
1	<u>\$73.68</u> <u>\$63.61</u>	<u>\$73.68</u> <u>\$64.24</u>	<u>\$75.15</u> <u>\$64.89</u>	<u>\$75.90</u> <u>\$65.53</u>	<u>\$76.66</u> <u>\$66.19</u>
2	<u>\$75.57</u> <u>\$66.13</u>	<u>\$75.57</u> <u>\$66.79</u>	<u>\$77.08</u> <u>\$67.46</u>	<u>\$77.85</u> <u>\$68.13</u>	<u>\$78.63</u> <u>\$68.81</u>
3	<u>\$77.51</u> <u>\$69.22</u>	<u>\$77.51</u> <u>\$69.91</u>	<u>\$79.06</u> <u>\$70.61</u>	<u>\$79.85</u> <u>\$71.31</u>	<u>\$80.65</u> <u>\$72.03</u>
4	<u>\$79.59</u> <u>\$71.18</u>	<u>\$79.59</u> <u>\$71.89</u>	<u>\$81.16</u> <u>\$72.61</u>	<u>\$81.97</u> <u>\$73.33</u>	<u>\$82.79</u> <u>\$74.07</u>
5	<u>\$81.98</u> <u>\$73.42</u>	<u>\$81.98</u> <u>\$74.15</u>	<u>\$83.57</u> <u>\$74.90</u>	<u>\$84.41</u> <u>\$75.64</u>	<u>\$85.25</u> <u>\$76.40</u>
6	<u>\$84.38</u> <u>\$75.67</u>	<u>\$84.38</u> <u>\$76.43</u>	<u>\$85.99</u> <u>\$77.19</u>	<u>\$86.85</u> <u>\$77.97</u>	<u>\$87.72</u> <u>\$78.75</u>
7	<u>\$87.06</u> <u>\$78.18</u>	<u>\$87.06</u> <u>\$78.96</u>	<u>\$88.69</u> <u>\$79.75</u>	<u>\$89.58</u> <u>\$80.55</u>	<u>\$90.48</u> <u>\$81.36</u>
8	<u>\$89.12</u> <u>\$80.13</u>	<u>\$89.12</u> <u>\$80.93</u>	<u>\$90.77</u> <u>\$81.74</u>	<u>\$91.68</u> <u>\$82.56</u>	<u>\$92.60</u> <u>\$83.38</u>
9	<u>\$92.13</u> <u>\$82.95</u>	<u>\$92.13</u> <u>\$83.78</u>	<u>\$93.81</u> <u>\$84.61</u>	<u>\$94.75</u> <u>\$85.46</u>	<u>\$95.69</u> <u>\$86.31</u>
10	<u>\$95.10</u> <u>\$85.74</u>	<u>\$95.10</u> <u>\$86.60</u>	<u>\$96.80</u> <u>\$87.46</u>	<u>\$97.77</u> <u>\$88.34</u>	<u>\$98.75</u> <u>\$89.22</u>
11	<u>\$97.78</u> <u>\$88.27</u>	<u>\$97.78</u> <u>\$89.15</u>	<u>\$99.51</u> <u>\$90.05</u>	<u>\$100.50</u> <u>\$90.95</u>	<u>\$101.51</u> <u>\$91.85</u>
12	<u>\$101.06</u> <u>\$91.35</u>	<u>\$101.06</u> <u>\$92.26</u>	<u>\$102.81</u> <u>\$93.19</u>	<u>\$103.84</u> <u>\$94.12</u>	<u>\$104.88</u> <u>\$95.06</u>
13	<u>\$103.73</u> <u>\$93.87</u>	<u>\$103.73</u> <u>\$94.81</u>	<u>\$105.50</u> <u>\$95.76</u>	<u>\$106.55</u> <u>\$96.71</u>	<u>\$107.62</u> <u>\$97.68</u>
14	<u>\$107.00</u> <u>\$96.95</u>	<u>\$107.00</u> <u>\$97.92</u>	<u>\$108.79</u> <u>\$98.90</u>	<u>\$109.88</u> <u>\$99.89</u>	<u>\$110.98</u> <u>\$100.89</u>
15	<u>\$110.00</u> <u>\$99.77</u>	<u>\$110.00</u> <u>\$100.76</u>	<u>\$111.81</u> <u>\$101.77</u>	<u>\$112.93</u> <u>\$102.79</u>	<u>\$114.06</u> <u>\$103.82</u>
16	<u>\$112.00</u> <u>\$102.56</u>	<u>\$112.00</u> <u>\$103.59</u>	<u>\$113.81</u> <u>\$104.62</u>	<u>\$114.95</u> <u>\$105.67</u>	<u>\$116.10</u> <u>\$106.73</u>
17	<u>\$113.00</u>	<u>\$113.00</u>	<u>\$114.79</u>	<u>\$115.94</u>	<u>\$117.10</u>

	<u>\$105.37</u>	<u>\$106.42</u>	<u>\$107.48</u>	<u>\$108.56</u>	<u>\$109.64</u>
18	<u>\$114.00</u> <u>\$108.17</u>	<u>\$114.00</u> <u>\$109.25</u>	<u>\$115.78</u> <u>\$110.35</u>	<u>\$116.93</u> <u>\$111.45</u>	<u>\$118.10</u> <u>\$112.56</u>
19	<u>\$115.00</u> <u>\$109.85</u>	<u>\$115.00</u> <u>\$110.95</u>	<u>\$116.76</u> <u>\$112.06</u>	<u>\$117.93</u> <u>\$113.18</u>	<u>\$119.11</u> <u>\$114.34</u>
20	<u>\$116.00</u> <u>\$112.09</u>	<u>\$116.00</u> <u>\$113.21</u>	<u>\$117.74</u> <u>\$114.34</u>	<u>\$118.92</u> <u>\$115.48</u>	<u>\$120.11</u> <u>\$116.64</u>

Captain – CRJ 700 Rate (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1st, 2018</u>	2019	2020	2021	2022
1	<u>\$77.96</u> <u>\$67.42</u>	<u>\$77.96</u> <u>\$68.10</u>	<u>\$79.52</u> <u>\$68.78</u>	<u>\$80.32</u> <u>\$69.46</u>	<u>\$81.12</u> <u>\$70.16</u>
2	<u>\$79.96</u> <u>\$70.10</u>	<u>\$79.96</u> <u>\$70.81</u>	<u>\$81.56</u> <u>\$71.51</u>	<u>\$82.38</u> <u>\$72.23</u>	<u>\$83.20</u> <u>\$72.95</u>
3	<u>\$82.01</u> <u>\$73.37</u>	<u>\$82.01</u> <u>\$74.10</u>	<u>\$83.65</u> <u>\$74.84</u>	<u>\$84.49</u> <u>\$75.59</u>	<u>\$85.34</u> <u>\$76.35</u>
4	<u>\$84.22</u> <u>\$75.44</u>	<u>\$84.22</u> <u>\$76.19</u>	<u>\$85.88</u> <u>\$76.96</u>	<u>\$86.74</u> <u>\$77.73</u>	<u>\$87.60</u> <u>\$78.50</u>
5	<u>\$86.77</u> <u>\$77.83</u>	<u>\$86.77</u> <u>\$78.60</u>	<u>\$88.45</u> <u>\$79.39</u>	<u>\$89.34</u> <u>\$80.18</u>	<u>\$90.23</u> <u>\$80.99</u>
6	<u>\$89.29</u> <u>\$80.20</u>	<u>\$89.29</u> <u>\$81.00</u>	<u>\$91.00</u> <u>\$81.81</u>	<u>\$91.91</u> <u>\$82.63</u>	<u>\$92.83</u> <u>\$83.46</u>
7	<u>\$92.13</u> <u>\$82.86</u>	<u>\$92.13</u> <u>\$83.69</u>	<u>\$93.86</u> <u>\$84.53</u>	<u>\$94.80</u> <u>\$85.38</u>	<u>\$95.75</u> <u>\$86.23</u>
8	<u>\$94.34</u> <u>\$84.95</u>	<u>\$94.34</u> <u>\$85.80</u>	<u>\$96.09</u> <u>\$86.65</u>	<u>\$97.05</u> <u>\$87.52</u>	<u>\$98.02</u> <u>\$88.39</u>
9	<u>\$97.52</u> <u>\$87.93</u>	<u>\$97.52</u> <u>\$88.81</u>	<u>\$99.30</u> <u>\$89.70</u>	<u>\$100.29</u> <u>\$90.60</u>	<u>\$101.29</u> <u>\$91.50</u>
10	<u>\$100.68</u> <u>\$90.90</u>	<u>\$100.68</u> <u>\$91.81</u>	<u>\$102.49</u> <u>\$92.73</u>	<u>\$103.51</u> <u>\$93.66</u>	<u>\$104.55</u> <u>\$94.59</u>
11	<u>\$103.52</u> <u>\$93.57</u>	<u>\$103.52</u> <u>\$94.51</u>	<u>\$105.34</u> <u>\$95.46</u>	<u>\$106.40</u> <u>\$96.41</u>	<u>\$107.46</u> <u>\$97.37</u>
12	<u>\$107.00</u> <u>\$96.84</u>	<u>\$107.00</u> <u>\$97.81</u>	<u>\$108.85</u> <u>\$98.79</u>	<u>\$109.94</u> <u>\$99.77</u>	<u>\$111.04</u> <u>\$100.77</u>
13	<u>\$109.81</u> <u>\$99.50</u>	<u>\$109.81</u> <u>\$100.50</u>	<u>\$111.69</u> <u>\$101.50</u>	<u>\$112.80</u> <u>\$102.52</u>	<u>\$113.93</u> <u>\$103.54</u>
14	<u>\$113.31</u> <u>\$102.79</u>	<u>\$113.31</u> <u>\$103.81</u>	<u>\$115.21</u> <u>\$104.85</u>	<u>\$116.36</u> <u>\$105.90</u>	<u>\$117.52</u> <u>\$106.96</u>
15	<u>\$116.45</u> <u>\$105.75</u>	<u>\$116.45</u> <u>\$106.81</u>	<u>\$118.37</u> <u>\$107.88</u>	<u>\$119.56</u> <u>\$108.96</u>	<u>\$120.75</u> <u>\$110.05</u>

16	<u>\$118.59</u> \$108.72	<u>\$118.59</u> \$109.81	<u>\$120.51</u> \$110.91	<u>\$121.71</u> \$112.02	<u>\$122.93</u> \$113.14
17	<u>\$119.64</u> \$111.69	<u>\$119.64</u> \$112.81	<u>\$121.54</u> \$113.93	<u>\$122.76</u> \$115.07	<u>\$123.99</u> \$116.23
18	<u>\$120.72</u> \$114.67	<u>\$120.72</u> \$115.82	<u>\$122.60</u> \$116.97	<u>\$123.82</u> \$118.14	<u>\$125.06</u> \$119.32
19	<u>\$121.77</u> \$116.44	<u>\$121.77</u> \$117.61	<u>\$123.63</u> \$118.78	<u>\$124.86</u> \$119.97	<u>\$126.11</u> \$121.17
20	<u>\$122.83</u> \$118.82	<u>\$122.83</u> \$120.01	<u>\$124.68</u> \$121.21	<u>\$125.92</u> \$122.42	<u>\$127.18</u> \$123.64

Captain – CRJ 900 Rate (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1st, 2018</u>	2019	2020	2021	2022
1	<u>\$79.40</u> \$68.70	<u>\$79.40</u> \$69.38	<u>\$80.99</u> \$70.08	<u>\$81.80</u> \$70.78	<u>\$82.62</u> \$71.49
2	<u>\$81.44</u> \$71.41	<u>\$81.44</u> \$72.12	<u>\$83.06</u> \$72.85	<u>\$83.90</u> \$73.57	<u>\$84.73</u> \$74.31
3	<u>\$83.52</u> \$74.76	<u>\$83.52</u> \$75.50	<u>\$85.19</u> \$76.26	<u>\$86.05</u> \$77.02	<u>\$86.91</u> \$77.79
4	<u>\$85.77</u> \$76.87	<u>\$85.77</u> \$77.64	<u>\$87.46</u> \$78.41	<u>\$88.34</u> \$79.20	<u>\$89.22</u> \$79.99
5	<u>\$88.35</u> \$79.29	<u>\$88.35</u> \$80.09	<u>\$90.07</u> \$80.89	<u>\$90.97</u> \$81.70	<u>\$91.88</u> \$82.51
6	<u>\$90.94</u> \$81.72	<u>\$90.94</u> \$82.54	<u>\$92.68</u> \$83.37	<u>\$93.61</u> \$84.20	<u>\$94.54</u> \$85.04
7	<u>\$93.84</u> \$84.44	<u>\$93.84</u> \$85.28	<u>\$95.61</u> \$86.13	<u>\$96.56</u> \$86.99	<u>\$97.53</u> \$87.86
8	<u>\$96.08</u> \$86.55	<u>\$96.08</u> \$87.41	<u>\$97.86</u> \$88.29	<u>\$98.84</u> \$89.17	<u>\$99.82</u> \$90.06
9	<u>\$99.33</u> \$89.60	<u>\$99.33</u> \$90.49	<u>\$101.14</u> \$91.40	<u>\$102.15</u> \$92.31	<u>\$103.17</u> \$93.23
10	<u>\$102.53</u> \$92.61	<u>\$102.53</u> \$93.53	<u>\$104.37</u> \$94.47	<u>\$105.42</u> \$95.41	<u>\$106.47</u> \$96.37
11	<u>\$105.42</u> \$95.33	<u>\$105.42</u> \$96.28	<u>\$107.28</u> \$97.25	<u>\$108.35</u> \$98.22	<u>\$109.44</u> \$99.20
12	<u>\$108.97</u> \$98.67	<u>\$108.97</u> \$99.66	<u>\$110.86</u> \$100.66	<u>\$111.97</u> \$101.66	<u>\$113.09</u> \$102.68
13	<u>\$111.85</u> \$101.39	<u>\$111.85</u> \$102.40	<u>\$113.76</u> \$103.43	<u>\$114.90</u> \$104.46	<u>\$116.05</u> \$105.50
14	<u>\$115.38</u>	<u>\$115.38</u>	<u>\$117.31</u>	<u>\$118.49</u>	<u>\$119.67</u>

	<u>\$104.71</u>	<u>\$105.76</u>	<u>\$106.82</u>	<u>\$107.89</u>	<u>\$108.96</u>
15	<u>\$118.61</u> <u>\$107.75</u>	<u>\$118.61</u> <u>\$108.83</u>	<u>\$120.57</u> <u>\$109.92</u>	<u>\$121.77</u> <u>\$111.02</u>	<u>\$122.99</u> <u>\$112.13</u>
16	<u>\$120.77</u> <u>\$110.76</u>	<u>\$120.77</u> <u>\$111.87</u>	<u>\$122.72</u> <u>\$112.99</u>	<u>\$123.95</u> <u>\$114.12</u>	<u>\$125.19</u> <u>\$115.26</u>
17	<u>\$121.85</u> <u>\$113.79</u>	<u>\$121.85</u> <u>\$114.93</u>	<u>\$123.78</u> <u>\$116.08</u>	<u>\$125.02</u> <u>\$117.24</u>	<u>\$126.27</u> <u>\$118.41</u>
18	<u>\$122.95</u> <u>\$116.83</u>	<u>\$122.95</u> <u>\$118.00</u>	<u>\$124.87</u> <u>\$119.18</u>	<u>\$126.11</u> <u>\$120.37</u>	<u>\$127.38</u> <u>\$121.57</u>
19	<u>\$124.03</u> <u>\$118.64</u>	<u>\$124.03</u> <u>\$119.82</u>	<u>\$125.92</u> <u>\$121.02</u>	<u>\$127.18</u> <u>\$122.23</u>	<u>\$128.45</u> <u>\$123.45</u>
20	<u>\$125.10</u> <u>\$121.05</u>	<u>\$125.10</u> <u>\$122.26</u>	<u>\$126.97</u> <u>\$123.49</u>	<u>\$128.24</u> <u>\$124.72</u>	<u>\$129.53</u> <u>\$125.97</u>

2. Pay Scale First Officer – CRJ Rates

First Officer – CRJ Base Rate (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1st, 2018</u>	2019	2020	2021	2022
1	<u>\$45.00</u> <u>\$37.23</u>	<u>\$45.00</u> <u>\$37.60</u>	<u>\$45.90</u> <u>\$37.98</u>	<u>\$46.36</u> <u>\$38.36</u>	<u>\$46.82</u> <u>\$38.74</u>
2	<u>\$50.00</u> <u>\$39.05</u>	<u>\$50.00</u> <u>\$39.44</u>	<u>\$50.96</u> <u>\$39.83</u>	<u>\$51.47</u> <u>\$40.23</u>	<u>\$51.99</u> <u>\$40.63</u>
3	<u>\$55.00</u> <u>\$41.38</u>	<u>\$55.00</u> <u>\$41.80</u>	<u>\$56.02</u> <u>\$42.21</u>	<u>\$56.58</u> <u>\$42.64</u>	<u>\$57.15</u> <u>\$43.06</u>
4	<u>\$56.50</u> <u>\$42.67</u>	<u>\$56.50</u> <u>\$43.09</u>	<u>\$57.51</u> <u>\$43.52</u>	<u>\$58.08</u> <u>\$43.96</u>	<u>\$58.66</u> <u>\$44.40</u>
5	<u>\$57.50</u> <u>\$44.05</u>	<u>\$57.50</u> <u>\$44.49</u>	<u>\$58.49</u> <u>\$44.94</u>	<u>\$59.07</u> <u>\$45.39</u>	<u>\$59.66</u> <u>\$45.84</u>
6	<u>\$58.50</u> <u>\$45.35</u>	<u>\$58.50</u> <u>\$45.80</u>	<u>\$59.46</u> <u>\$46.26</u>	<u>\$60.06</u> <u>\$46.72</u>	<u>\$60.66</u> <u>\$47.19</u>
7	<u>\$59.50</u> <u>\$46.73</u>	<u>\$59.50</u> <u>\$47.19</u>	<u>\$60.44</u> <u>\$47.67</u>	<u>\$61.04</u> <u>\$48.14</u>	<u>\$61.65</u> <u>\$48.62</u>
8	<u>\$60.50</u> <u>\$48.10</u>	<u>\$60.50</u> <u>\$48.58</u>	<u>\$61.41</u> <u>\$49.07</u>	<u>\$62.02</u> <u>\$49.56</u>	<u>\$62.64</u> <u>\$50.06</u>

First Officer – CRJ 700 Rates (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1st, 2018</u>	2019	2020	2021	2022
1	<u>\$45.00</u> <u>\$37.23</u>	<u>\$45.00</u> <u>\$37.60</u>	<u>\$45.90</u> <u>\$37.98</u>	<u>\$46.36</u> <u>\$38.36</u>	<u>\$46.82</u> <u>\$38.74</u>
2	<u>\$50.00</u> <u>\$41.38</u>	<u>\$50.00</u> <u>\$41.80</u>	<u>\$50.96</u> <u>\$42.21</u>	<u>\$51.47</u> <u>\$42.64</u>	<u>\$51.99</u> <u>\$43.06</u>
3	<u>\$55.00</u> <u>\$43.87</u>	<u>\$55.00</u> <u>\$44.31</u>	<u>\$56.02</u> <u>\$44.75</u>	<u>\$56.58</u> <u>\$45.20</u>	<u>\$57.15</u> <u>\$45.65</u>
4	<u>\$56.50</u> <u>\$45.24</u>	<u>\$56.50</u> <u>\$45.69</u>	<u>\$57.51</u> <u>\$46.15</u>	<u>\$58.08</u> <u>\$46.61</u>	<u>\$58.66</u> <u>\$47.07</u>
5	<u>\$57.50</u> <u>\$46.71</u>	<u>\$57.50</u> <u>\$47.17</u>	<u>\$58.49</u> <u>\$47.64</u>	<u>\$59.07</u> <u>\$48.12</u>	<u>\$59.66</u> <u>\$48.60</u>
6	<u>\$58.50</u> <u>\$48.07</u>	<u>\$58.50</u> <u>\$48.55</u>	<u>\$59.46</u> <u>\$49.04</u>	<u>\$60.06</u> <u>\$49.53</u>	<u>\$60.66</u> <u>\$50.02</u>
7	<u>\$59.50</u> <u>\$49.53</u>	<u>\$59.50</u> <u>\$50.03</u>	<u>\$60.44</u> <u>\$50.53</u>	<u>\$61.04</u> <u>\$51.03</u>	<u>\$61.65</u> <u>\$51.54</u>
8	<u>\$60.50</u> <u>\$50.99</u>	<u>\$60.50</u> <u>\$51.50</u>	<u>\$61.41</u> <u>\$52.01</u>	<u>\$62.02</u> <u>\$52.53</u>	<u>\$62.64</u> <u>\$53.06</u>

First Officer – CRJ 900 Rates (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1st, 2018</u>	2019	2020	2021	2022
1	<u>\$45.00</u> <u>\$37.23</u>	<u>\$45.00</u> <u>\$37.60</u>	<u>\$45.90</u> <u>\$37.98</u>	<u>\$46.36</u> <u>\$38.36</u>	<u>\$46.82</u> <u>\$38.74</u>
2	<u>\$50.00</u> <u>\$42.16</u>	<u>\$50.00</u> <u>\$42.58</u>	<u>\$50.96</u> <u>\$43.00</u>	<u>\$51.47</u> <u>\$43.43</u>	<u>\$51.99</u> <u>\$43.87</u>
3	<u>\$55.00</u> <u>\$44.70</u>	<u>\$55.00</u> <u>\$45.14</u>	<u>\$56.02</u> <u>\$45.59</u>	<u>\$56.58</u> <u>\$46.05</u>	<u>\$57.15</u> <u>\$46.51</u>
4	<u>\$56.50</u> <u>\$46.08</u>	<u>\$56.50</u> <u>\$46.54</u>	<u>\$57.51</u> <u>\$47.01</u>	<u>\$58.08</u> <u>\$47.48</u>	<u>\$58.66</u> <u>\$47.95</u>
5	<u>\$57.50</u> <u>\$47.57</u>	<u>\$57.50</u> <u>\$48.05</u>	<u>\$58.49</u> <u>\$48.53</u>	<u>\$59.07</u> <u>\$49.01</u>	<u>\$59.66</u> <u>\$49.50</u>
6	<u>\$58.50</u> <u>\$48.97</u>	<u>\$58.50</u> <u>\$49.46</u>	<u>\$59.46</u> <u>\$49.95</u>	<u>\$60.06</u> <u>\$50.45</u>	<u>\$60.66</u> <u>\$50.96</u>
7	<u>\$59.50</u> <u>\$50.46</u>	<u>\$59.50</u> <u>\$50.96</u>	<u>\$60.44</u> <u>\$51.47</u>	<u>\$61.04</u> <u>\$51.99</u>	<u>\$61.65</u> <u>\$52.51</u>
8	<u>\$60.50</u> <u>\$51.94</u>	<u>\$60.50</u> <u>\$52.46</u>	<u>\$61.41</u> <u>\$52.98</u>	<u>\$62.02</u> <u>\$53.51</u>	<u>\$62.64</u> <u>\$54.05</u>

1. Pay Scale Captain – ERJ 175

Captain – ERJ 175 Rate (<u>Nov 1st 2018</u> then January 1st <u>2020–2022</u>)					
Years	<u>Nov 1, 2018</u>	2019	2020	2021	2022
1	<u>\$78.25</u> <u>\$67.68</u>	<u>\$78.25</u> <u>\$68.35</u>	<u>\$79.82</u> <u>\$69.04</u>	<u>\$80.62</u> <u>\$69.73</u>	<u>\$81.42</u> <u>\$70.42</u>
2	<u>\$80.26</u> <u>\$70.36</u>	<u>\$80.26</u> <u>\$71.06</u>	<u>\$81.87</u> <u>\$71.77</u>	<u>\$82.68</u> <u>\$72.49</u>	<u>\$83.51</u> <u>\$73.22</u>
3	<u>\$82.32</u> <u>\$73.65</u>	<u>\$82.32</u> <u>\$74.39</u>	<u>\$83.96</u> <u>\$75.13</u>	<u>\$84.80</u> <u>\$75.89</u>	<u>\$85.65</u> <u>\$76.64</u>
4	<u>\$84.52</u> <u>\$75.72</u>	<u>\$84.52</u> <u>\$76.48</u>	<u>\$86.19</u> <u>\$77.25</u>	<u>\$87.05</u> <u>\$78.02</u>	<u>\$87.92</u> <u>\$78.80</u>
5	<u>\$87.08</u> <u>\$78.12</u>	<u>\$87.08</u> <u>\$78.90</u>	<u>\$88.77</u> <u>\$79.69</u>	<u>\$89.66</u> <u>\$80.49</u>	<u>\$90.56</u> <u>\$81.29</u>
6	<u>\$89.64</u> <u>\$80.52</u>	<u>\$89.64</u> <u>\$81.32</u>	<u>\$91.35</u> <u>\$82.14</u>	<u>\$92.27</u> <u>\$82.96</u>	<u>\$93.19</u> <u>\$83.79</u>
7	<u>\$92.49</u> <u>\$83.19</u>	<u>\$92.49</u> <u>\$84.02</u>	<u>\$94.23</u> <u>\$84.86</u>	<u>\$95.17</u> <u>\$85.71</u>	<u>\$96.12</u> <u>\$86.57</u>
8	<u>\$94.69</u> <u>\$85.27</u>	<u>\$94.69</u> <u>\$86.12</u>	<u>\$96.44</u> <u>\$86.99</u>	<u>\$97.41</u> <u>\$87.86</u>	<u>\$98.38</u> <u>\$88.73</u>
9	<u>\$97.88</u> <u>\$88.26</u>	<u>\$97.88</u> <u>\$89.14</u>	<u>\$99.66</u> <u>\$90.03</u>	<u>\$100.66</u> <u>\$90.93</u>	<u>\$101.66</u> <u>\$91.84</u>
10	<u>\$101.04</u> <u>\$91.23</u>	<u>\$101.04</u> <u>\$92.14</u>	<u>\$102.85</u> <u>\$93.06</u>	<u>\$103.88</u> <u>\$93.99</u>	<u>\$104.92</u> <u>\$94.93</u>
11	<u>\$103.89</u> <u>\$93.92</u>	<u>\$103.89</u> <u>\$94.86</u>	<u>\$105.73</u> <u>\$95.81</u>	<u>\$106.79</u> <u>\$96.77</u>	<u>\$107.85</u> <u>\$97.74</u>
12	<u>\$107.40</u> <u>\$97.21</u>	<u>\$107.40</u> <u>\$98.18</u>	<u>\$109.26</u> <u>\$99.16</u>	<u>\$110.35</u> <u>\$100.15</u>	<u>\$111.46</u> <u>\$101.15</u>
13	<u>\$110.23</u> <u>\$99.89</u>	<u>\$110.23</u> <u>\$100.89</u>	<u>\$112.11</u> <u>\$101.90</u>	<u>\$113.24</u> <u>\$102.92</u>	<u>\$114.37</u> <u>\$103.94</u>
14	<u>\$113.71</u> <u>\$103.16</u>	<u>\$113.71</u> <u>\$104.19</u>	<u>\$115.61</u> <u>\$105.24</u>	<u>\$116.77</u> <u>\$106.29</u>	<u>\$117.94</u> <u>\$107.35</u>
15	<u>\$116.90</u> <u>\$106.16</u>	<u>\$116.90</u> <u>\$107.22</u>	<u>\$118.82</u> <u>\$108.30</u>	<u>\$120.01</u> <u>\$109.38</u>	<u>\$121.21</u> <u>\$110.47</u>
16	<u>\$119.03</u> <u>\$109.13</u>	<u>\$119.03</u> <u>\$110.22</u>	<u>\$120.95</u> <u>\$111.32</u>	<u>\$122.16</u> <u>\$112.44</u>	<u>\$123.38</u> <u>\$113.56</u>
17	<u>\$120.08</u> <u>\$112.11</u>	<u>\$120.08</u> <u>\$113.23</u>	<u>\$121.99</u> <u>\$114.36</u>	<u>\$123.21</u> <u>\$115.51</u>	<u>\$124.44</u> <u>\$116.66</u>
18	<u>\$121.16</u> <u>\$115.10</u>	<u>\$121.16</u> <u>\$116.25</u>	<u>\$123.05</u> <u>\$117.41</u>	<u>\$124.28</u> <u>\$118.58</u>	<u>\$125.52</u> <u>\$119.77</u>

19	<u>\$122.22</u> <u>\$116.88</u>	<u>\$122.22</u> <u>\$118.05</u>	<u>\$124.09</u> <u>\$119.23</u>	<u>\$125.33</u> <u>\$120.42</u>	<u>\$126.58</u> <u>\$121.63</u>
20	<u>\$123.29</u> <u>\$119.27</u>	<u>\$123.29</u> <u>\$120.46</u>	<u>\$125.14</u> <u>\$121.67</u>	<u>\$126.39</u> <u>\$122.88</u>	<u>\$127.66</u> <u>\$124.11</u>

2. Pay Scale First Officer – ERJ 175

First Officer – ERJ 175 Rate (<u>Nov</u> 1st <u>2018</u> then January 1st <u>2020</u> – <u>2022</u>)					
Years	<u>Nov</u> 1st, <u>2018</u>	2019	2020	2021	2022
1	<u>\$45.00</u> <u>\$37.23</u>	<u>\$45.00</u> <u>\$37.60</u>	<u>\$45.90</u> <u>\$37.98</u>	<u>\$46.36</u> <u>\$38.36</u>	<u>\$46.82</u> <u>\$38.74</u>
2	<u>\$50.00</u> <u>\$41.53</u>	<u>\$50.00</u> <u>\$41.95</u>	<u>\$50.96</u> <u>\$42.37</u>	<u>\$51.47</u> <u>\$42.79</u>	<u>\$51.99</u> <u>\$43.22</u>
3	<u>\$55.00</u> <u>\$44.03</u>	<u>\$55.00</u> <u>\$44.47</u>	<u>\$56.02</u> <u>\$44.92</u>	<u>\$56.58</u> <u>\$45.37</u>	<u>\$57.15</u> <u>\$45.82</u>
4	<u>\$56.50</u> <u>\$45.40</u>	<u>\$56.50</u> <u>\$45.85</u>	<u>\$57.51</u> <u>\$46.31</u>	<u>\$58.08</u> <u>\$46.78</u>	<u>\$58.66</u> <u>\$47.24</u>
5	<u>\$57.50</u> <u>\$46.87</u>	<u>\$57.50</u> <u>\$47.34</u>	<u>\$58.49</u> <u>\$47.81</u>	<u>\$59.07</u> <u>\$48.29</u>	<u>\$59.66</u> <u>\$48.77</u>
6	<u>\$58.50</u> <u>\$48.25</u>	<u>\$58.50</u> <u>\$48.73</u>	<u>\$59.46</u> <u>\$49.22</u>	<u>\$60.06</u> <u>\$49.71</u>	<u>\$60.66</u> <u>\$50.20</u>
7	<u>\$59.50</u> <u>\$49.71</u>	<u>\$59.50</u> <u>\$50.21</u>	<u>\$60.44</u> <u>\$50.71</u>	<u>\$61.04</u> <u>\$51.22</u>	<u>\$61.65</u> <u>\$51.73</u>
8	<u>\$60.50</u> <u>\$51.17</u>	<u>\$60.50</u> <u>\$51.69</u>	<u>\$61.41</u> <u>\$52.20</u>	<u>\$62.02</u> <u>\$52.72</u>	<u>\$62.64</u> <u>\$53.25</u>

7. First Officer hourly increase

- A. The company reserves the right to increase First Officer pay scales up to an additional \$5. This increase will apply equally to all years of seniority and is irreversible.