



SOUTHWEST AIRLINES PILOTS' ASSOCIATION

CONTRACT COMPARISON

SEPTEMBER 2015

Tentative Agreement Edition



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NOTE FROM SWAPA PRESIDENT

Thanks for taking your valuable time to review the airline industry contract comparison. It is critical that every voting member of our Union has the information available in order to cast an informed vote.

This document is the result of a cooperative effort among the industry's pilot union leadership. Defending our profession requires vigilance and an open exchange of information. I would like to especially thank Captain Keith Wilson, President of the Allied Pilots Association and the pilots of American Airlines for their support in bringing you this document. No union can negotiate for its pilot members unless it has information on where its profession's peers are in terms of contractual items. In today's consolidated and profitable industry, building on the progress made by our profession's peers is critical. We find ourselves in a new era for our industry, one that is marked by "pattern bargaining" where gains in the profession are paid forward with each successive agreed-to contract. We are happy to be part of a new era and will continue to work with others in our profession going forward.

Where you stand in your profession in comparison to your peers is a huge factor in measuring the value of any proposed contract. This document takes a look at the areas that are important to you: compensation, benefits, and quality of life. Your Union is in the business of presenting facts, not the sales business. It is up to you to see if the goal of "Market Rates" has been achieved. You will hear much about this agreement and emotion will play into discussion as to whether to accept or reject this contract. With this document in hand you are taking the important next steps in making an educated and informed decision.

Just like operating a flight, casting a vote takes some pre-flight preparation and some personal judgement to accomplish the task at hand. This document is one of many tools your Union will provide to ensure that you have all of the information you need to make this important decision. If you have any further questions please contact SWAPA at TAQuestions@swapa.org

Regards,



Captain Paul Jackson

President, Southwest Airlines Pilots' Association

INTRODUCTION

This document is sourced from current pilot collective bargaining agreements along with a variety of publicly available information and in partnership with other industry pilot unions. The format of this publication closely models APA's contract comparison and is intended to maintain and advance an industry standard.

The data used in this document is current as of September 2015. SWAPA believes that our main competitors are American, Delta and United. We have focused our comparison on those airlines. Selected other comparison data is provided for: Alaska, Allegiant, Frontier, Hawaiian, JetBlue, Spirit, Virgin, UPS, and FedEx.

For comparison, aircraft were divided into groups based on type and model maximum seating configurations. All B737 models are group II aircraft. To comply with an industry standard contract comparison format and provide information on other size aircraft pay rates, data for all aircraft grouping is included in this document.

Southwest Airlines is the only airline that pays per "trip" and for comparison purposes, the trip rate was converted to an hourly rate using the average Southwest stage length. The current conversion factor of 1.149 TFP per hour was used for all comparisons. A detailed description of Southwest's pay and the conversion calculation is provided below.

COMPONENTS OF TRIPS FOR PAY (TFP)

Scheduled Pay for a flight is the greater of:

- **Mileage Pay**
 - » Standard Trip – 1 TFP for any distance 243 miles or less, plus
 - » Non-standard Trip – An additional .1 TFP for each additional 40 statute miles over 243 statute miles
- **Over-Schedule Pay** – 1 TFP for the first 55 min of scheduled block plus an additional .1 TFP for each 5 min increment

Actual Pay for the leg before premium and overrides is:

- **Scheduled Pay**, plus
- **Overfly Pay** – An additional .02 TFP for each minute of overfly starting at 5 minutes over a scheduled block time (first 4 min no additional pay)

Comparison Conversion to an Hourly Rate: This ratio changes every year as our stage length changes, our fleet composition changes, and our flying speeds (cost factors) change; throughout the year as seasonal winds and airport traffic acceptance rates change (construction); and even throughout the day due to various dynamic factors affecting traffic or flight routing. The TFP conversion does not include any additional pay due to premium pay, JA, overrides or rigs.

For these contract negotiations a conversion ratio of 1.149 was used for all comparisons.

TRIP DATA

	Trip TFP under mileage
	Overschedule TFP
+	Overfly TFP
<hr/>	
	Total Trip Pay (TFP)

CONVERSION FACTOR

	Total Trip Pay (TFP)
+	Hours paid
<hr/>	
	TFP / Block Hour

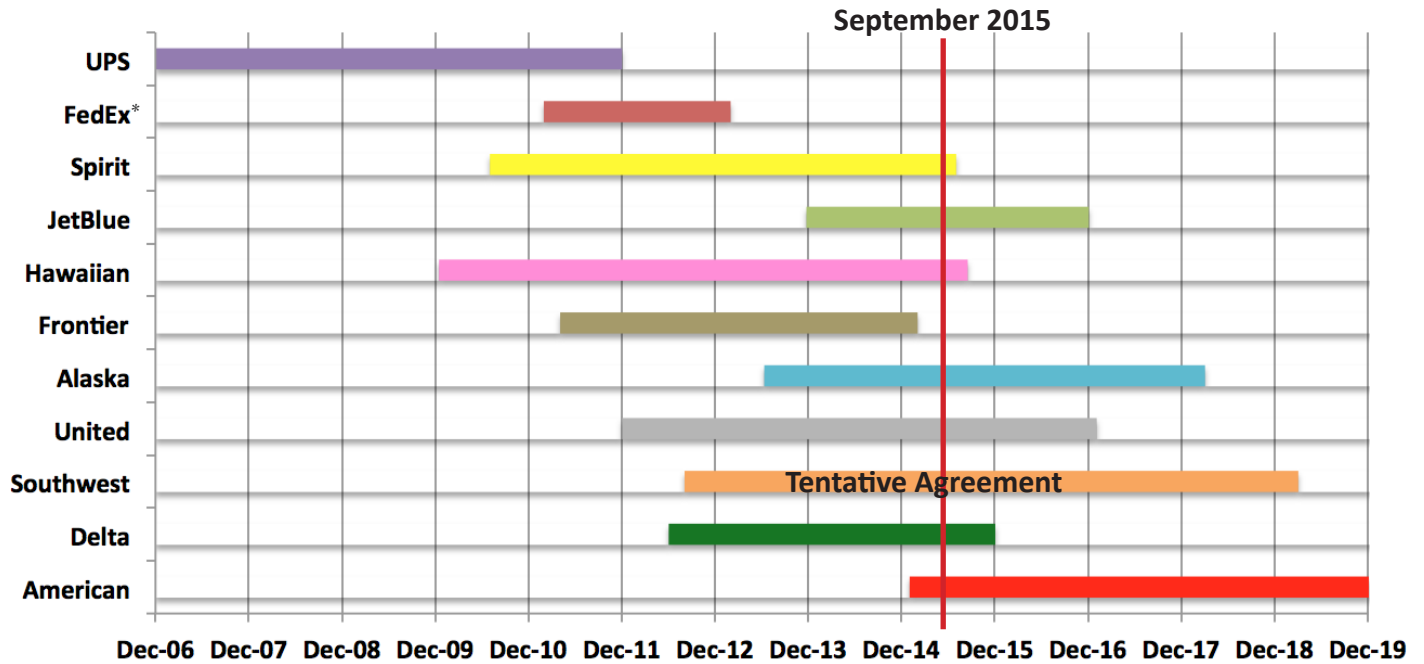
HOURLY DATA

	Block hours flown
+	Hours flown under scheduled
<hr/>	
	Total hour paid

CURRENT CALCULATION

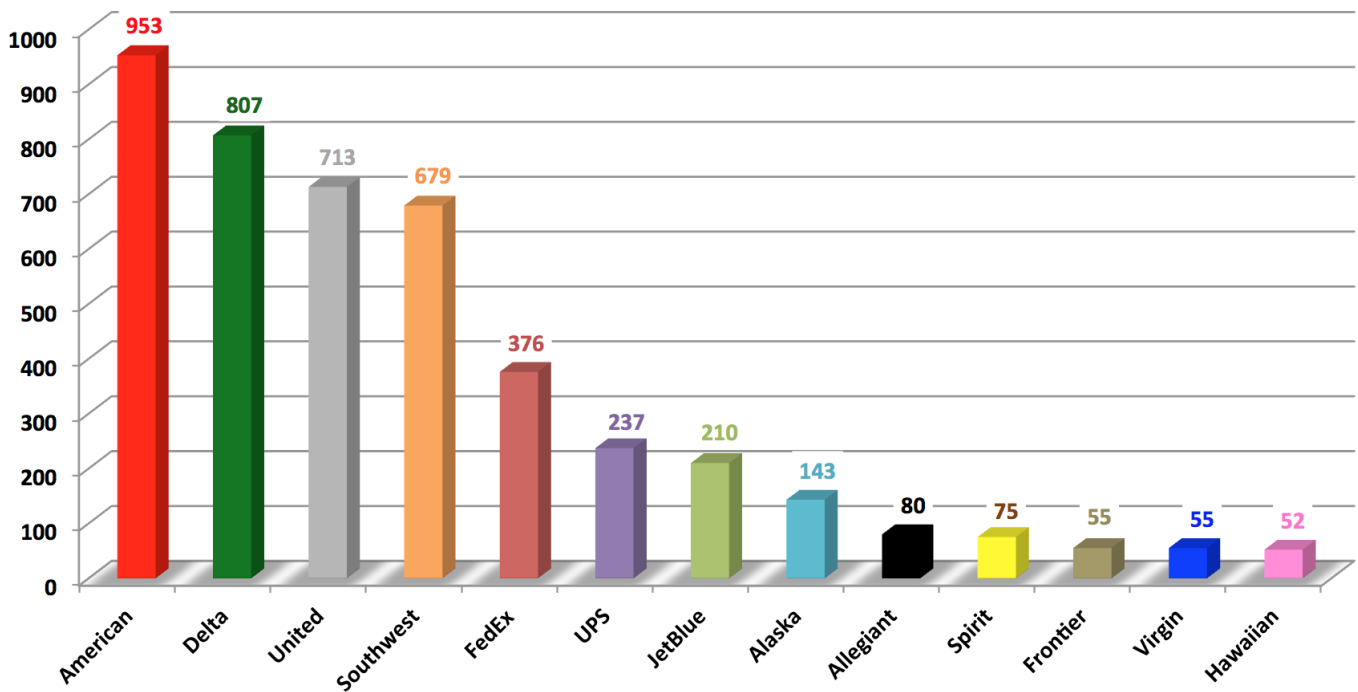
1.149

Contract Durations



*FedEx is voting on TA sent to membership.

Total Aircraft



Source: AERO Transport Data Bank as of 8/24/2015.

AIRCRAFT GROUP DEFINITIONS

Groups based on aircraft max seating capacity.

Group I: With greater than seventy-six (76) seats and less than one-hundred-eighteen (118) seats, including E190/195, CRJ-1000, MRJ-100, Bombardier CS100, and B717.

Group II: Bombardier CS300, A319, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX, A320, and A321

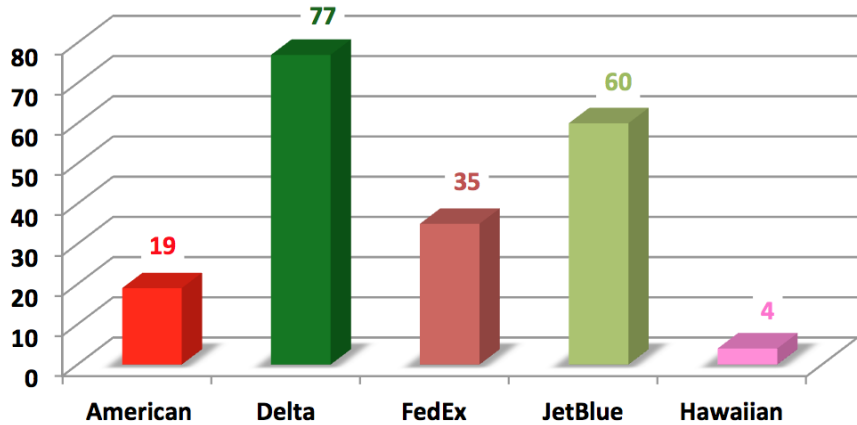
Group III: B757, B767-200, B767-300, and A300

Group IV: B767-400, B777-200, B777-200ER, B777-200LR, B777-300, B777-300ER, B787-8, B787-9, B787-10, A332, A333, A340, and A350

Group V: A380, B747 (all variants)

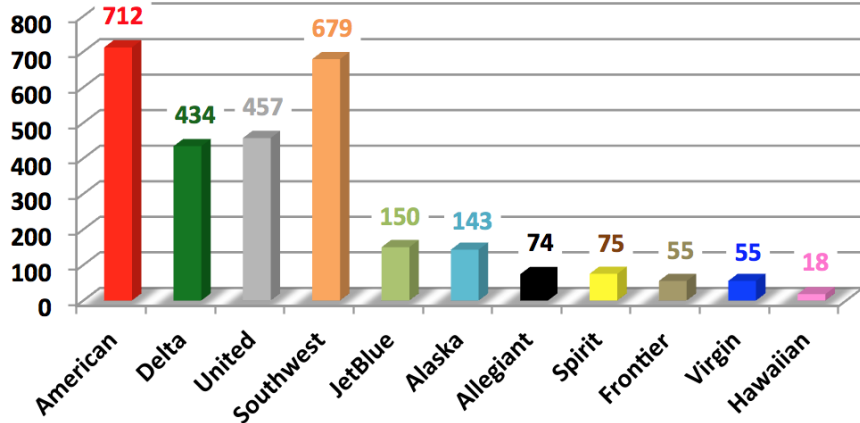


Group I Aircraft



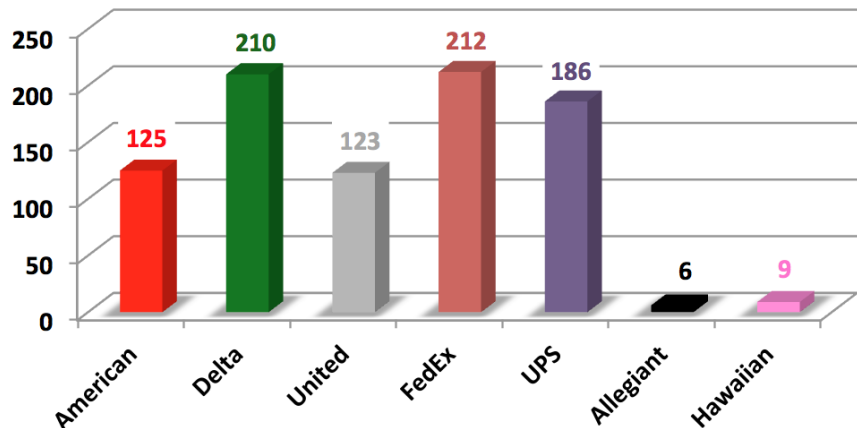
Source: AERO Transport Data Bank as of 8/24/2015.

Group II Aircraft



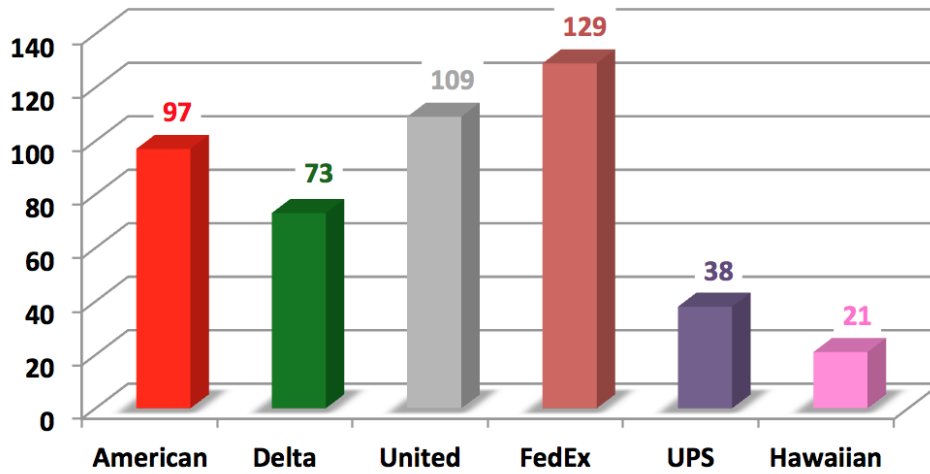
Source: AERO Transport Data Bank as of 8/24/2015.

Group III Aircraft



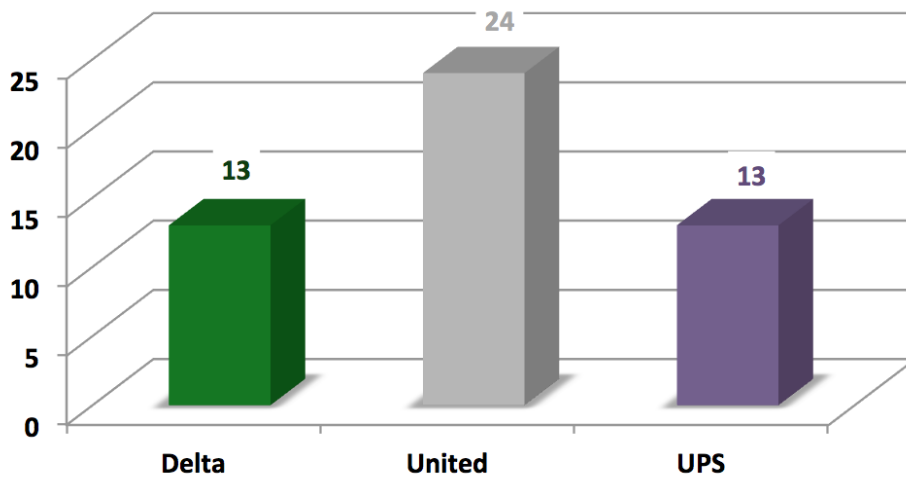
Source: AERO Transport Data Bank as of 8/24/2015.

Group IV Aircraft



Source: AERO Transport Data Bank as of 8/24/2015.

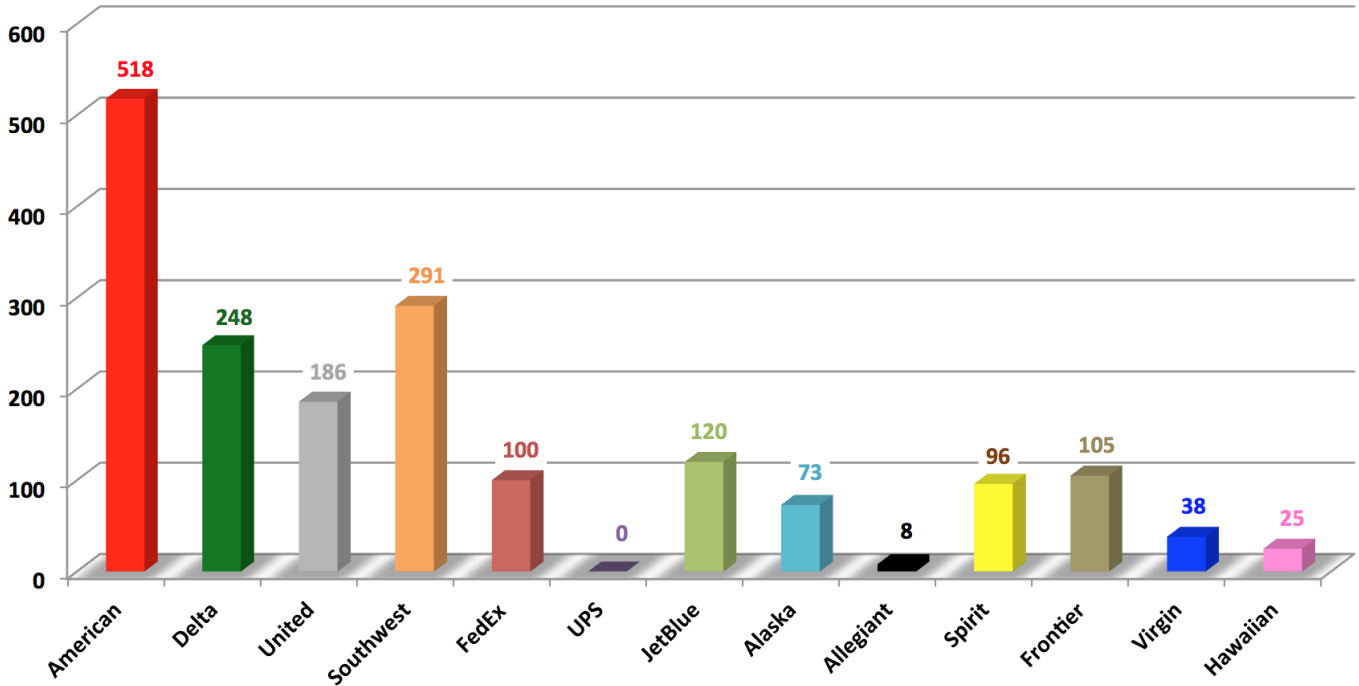
Group V Aircraft



Source: AERO Transport Data Bank as of 8/24/2015.

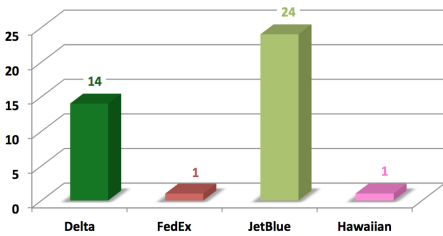


Total Aircraft Orders



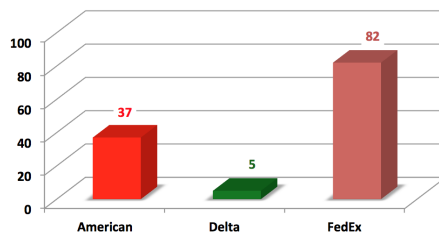
Source: AERO Transport Data Bank as of 8/24/2015.

Group I Aircraft Orders



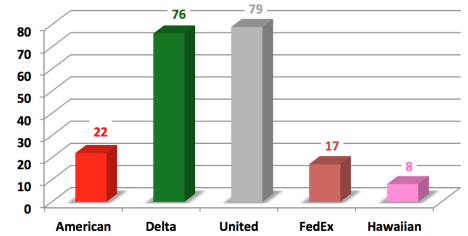
Source: AERO Transport Data Bank as of 8/24/2015.

Group III Aircraft Orders



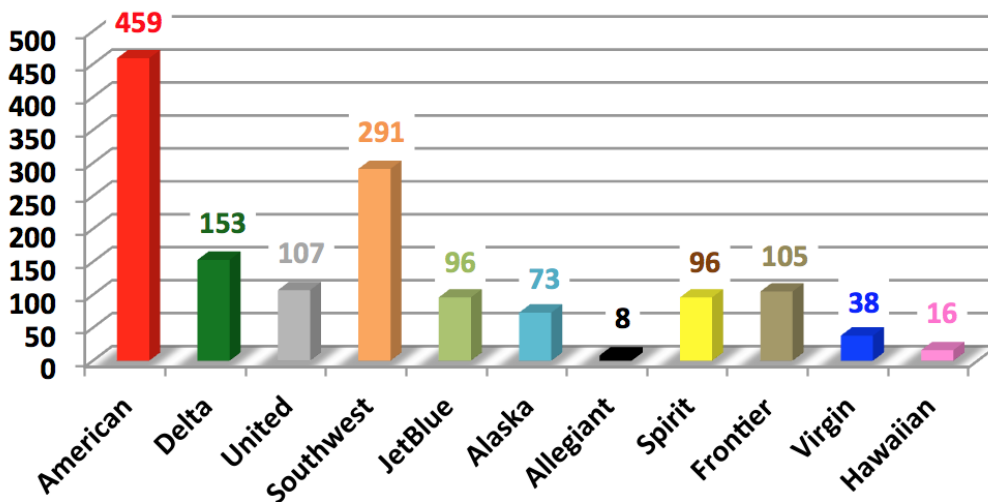
Source: AERO Transport Data Bank as of 8/24/2015.

Group IV Aircraft Orders



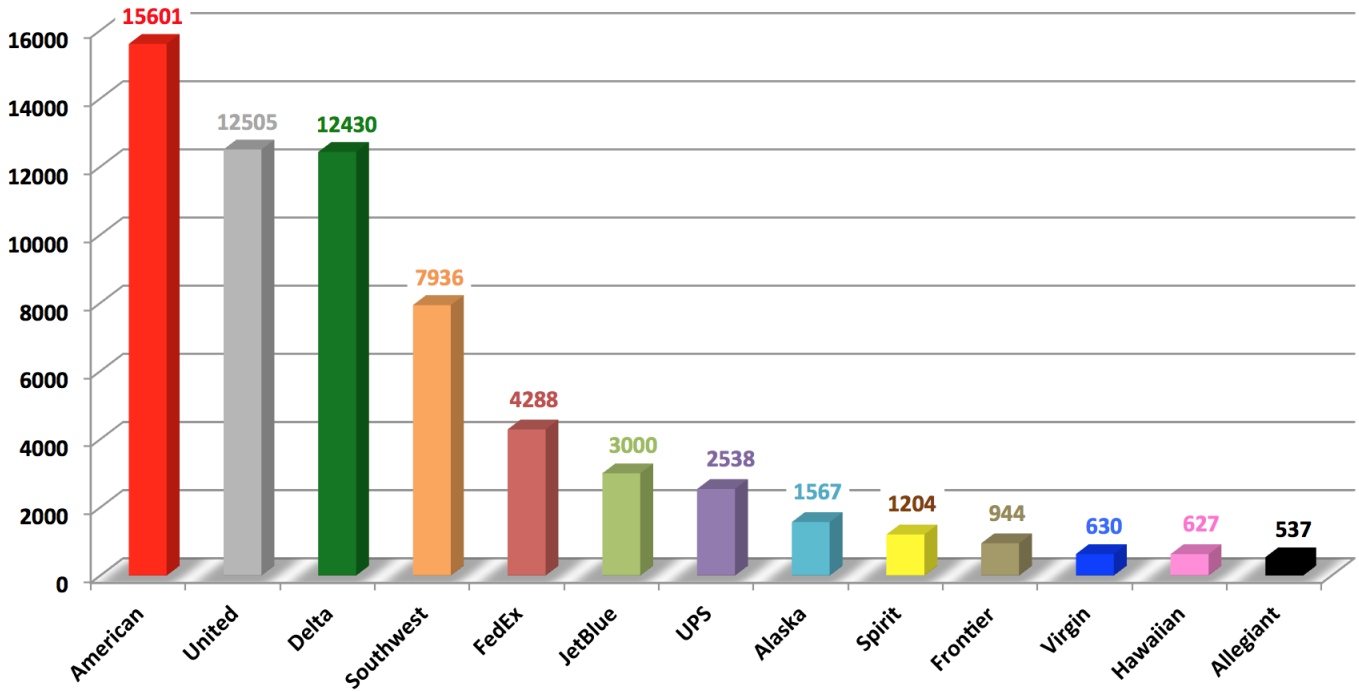
Source: AERO Transport Data Bank as of 8/24/2015.

Group II Aircraft Orders

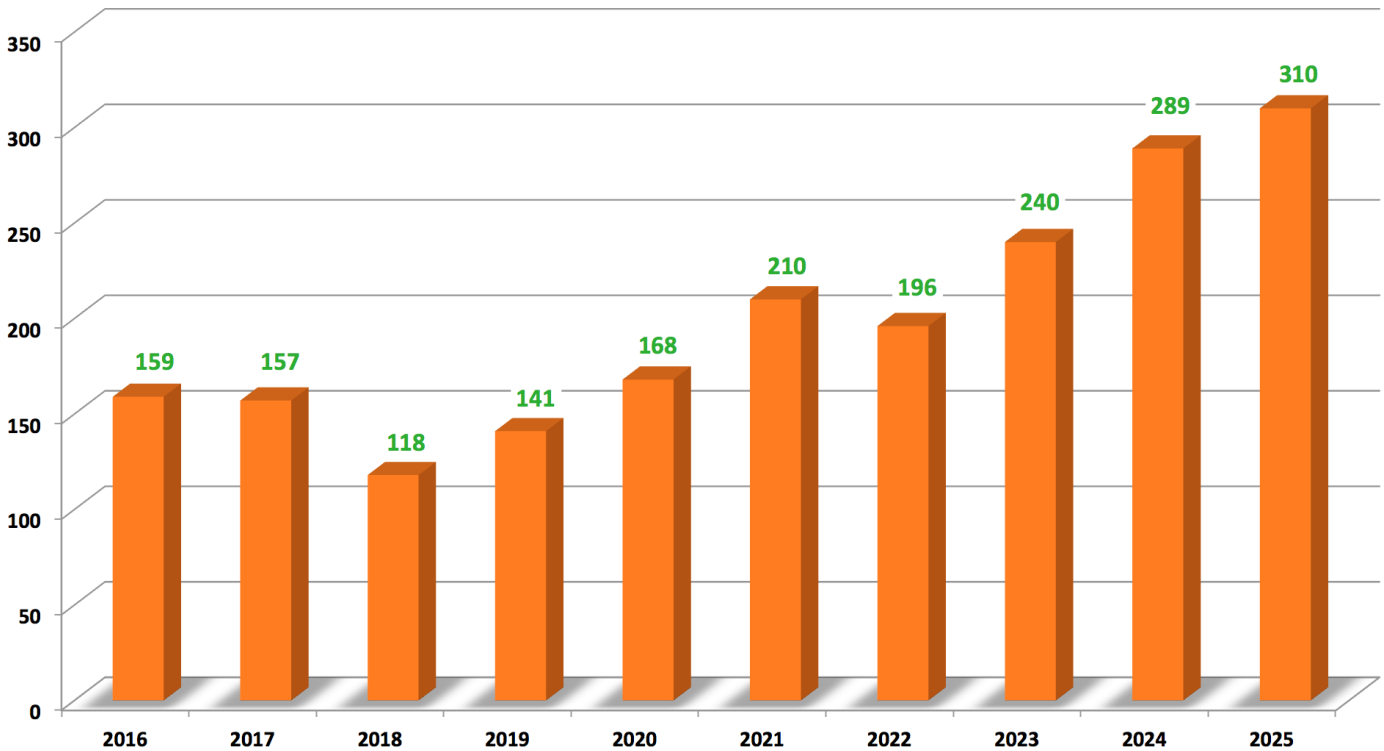


Source: AERO Transport Data Bank as of 8/24/2015.

Active Pilots



SOUTHWEST PILOT RETIREMENT SCHEDULE (AGE 65)



Source: SWAPA Negotiating Committee calculated from Master Pilot Seniority List.

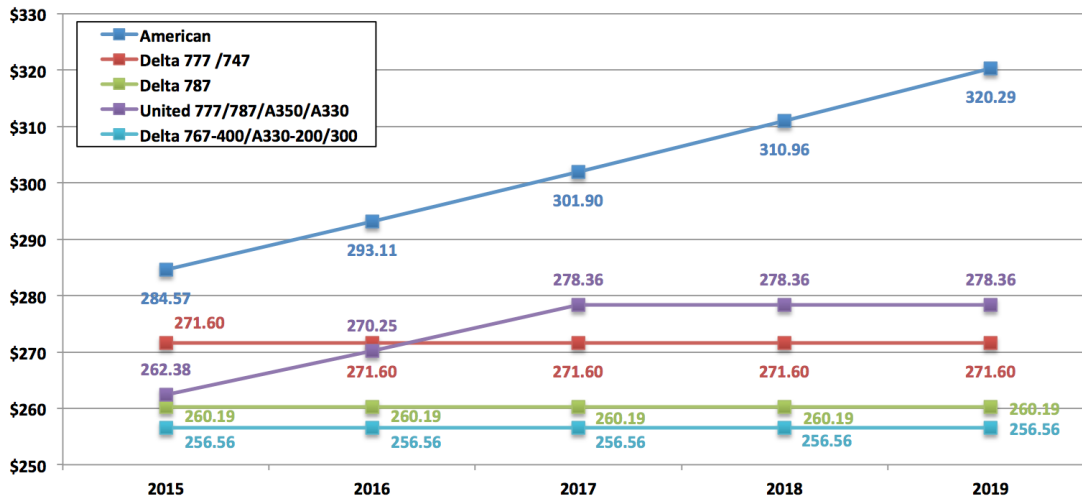
2016-2025: 1,988 PILOTS RETIRE

PAY RATES – CAPTAIN

SWA CAPTAIN PAY

SOUTHWEST CA	DOR		4/1/16		4/1/17		4/1/18		4/1/19	
	TFP	HOURLY	TFP	HOURLY	TFP	HOURLY	TFP	HOURLY	TFP	HOURLY
Year 1	\$173.95	\$199.87	\$180.04	\$206.86	\$185.44	\$213.07	\$191.00	\$219.46	\$196.73	\$226.05
Year 2	\$176.06	\$202.29	\$182.22	\$209.38	\$187.69	\$215.66	\$193.32	\$222.13	\$199.12	\$228.79
Year 3	\$178.21	\$204.77	\$184.45	\$211.94	\$189.99	\$218.29	\$195.69	\$224.84	\$201.56	\$231.59
Year 4	\$180.33	\$207.19	\$186.64	\$214.45	\$192.24	\$220.88	\$198.00	\$227.51	\$203.94	\$234.33
Year 5	\$182.33	\$209.50	\$188.71	\$216.83	\$194.38	\$223.34	\$200.21	\$230.04	\$206.21	\$236.94
Year 6	\$184.60	\$212.11	\$191.06	\$219.53	\$196.79	\$226.11	\$202.70	\$232.90	\$208.78	\$239.89
Year 7	\$186.73	\$214.56	\$193.27	\$222.06	\$199.07	\$228.73	\$205.04	\$235.59	\$211.19	\$242.66
Year 8	\$188.85	\$216.99	\$195.46	\$224.59	\$201.33	\$231.33	\$207.37	\$238.26	\$213.59	\$245.41
Year 9	\$190.99	\$219.44	\$197.67	\$227.12	\$203.60	\$233.94	\$209.71	\$240.95	\$216.00	\$248.18
Year 10	\$193.11	\$221.88	\$199.87	\$229.65	\$205.86	\$236.54	\$212.04	\$243.63	\$218.40	\$250.94
Year 11	\$195.25	\$224.34	\$202.08	\$232.19	\$208.15	\$239.16	\$214.39	\$246.33	\$220.82	\$253.72
Year 12	\$197.37	\$226.78	\$204.28	\$234.72	\$210.41	\$241.76	\$216.72	\$249.01	\$223.22	\$256.48

Hourly - Group IV - 777/787/A330 CA - 12 Year

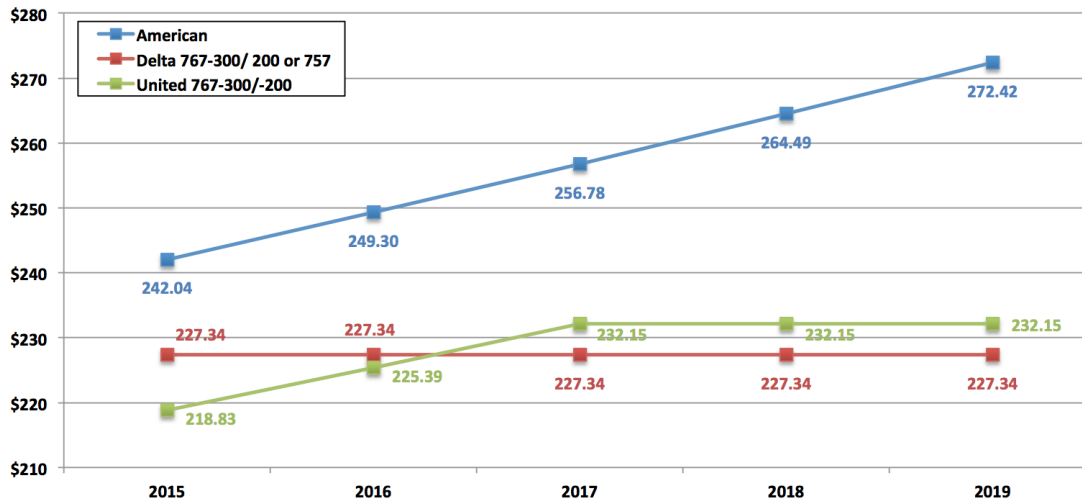


**CAPTAIN	
FedEx 777	\$260.61
UPS (All CAs)	\$261.67

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

**FedEx and UPS reflect current pay rates. (Both carriers are currently in Section 6 negotiations; FedEx is currently voting on a TA.)

Hourly - Group III - 767/757 CA - 12 Year



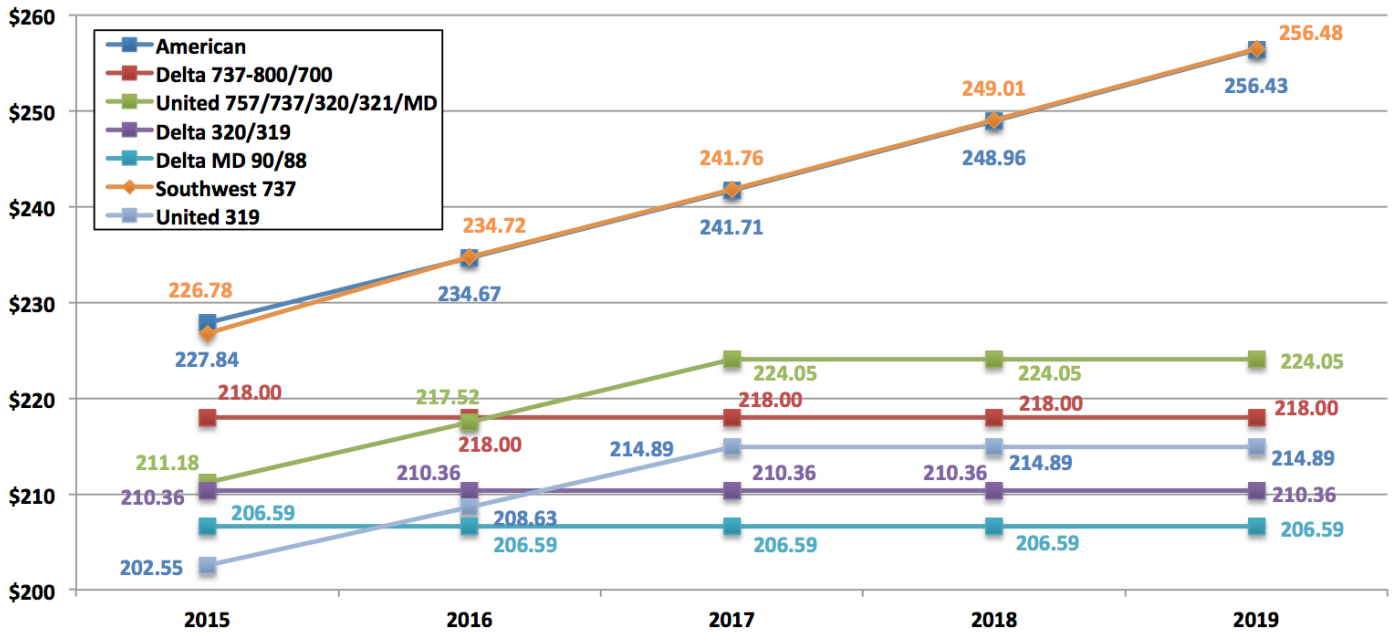
**CAPTAIN	
FedEx 757	\$224.65
UPS (All CAs)	\$261.67

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

**FedEx and UPS reflect current pay rates. (Both carriers are currently in Section 6 negotiations; FedEx is currently voting on a TA.)

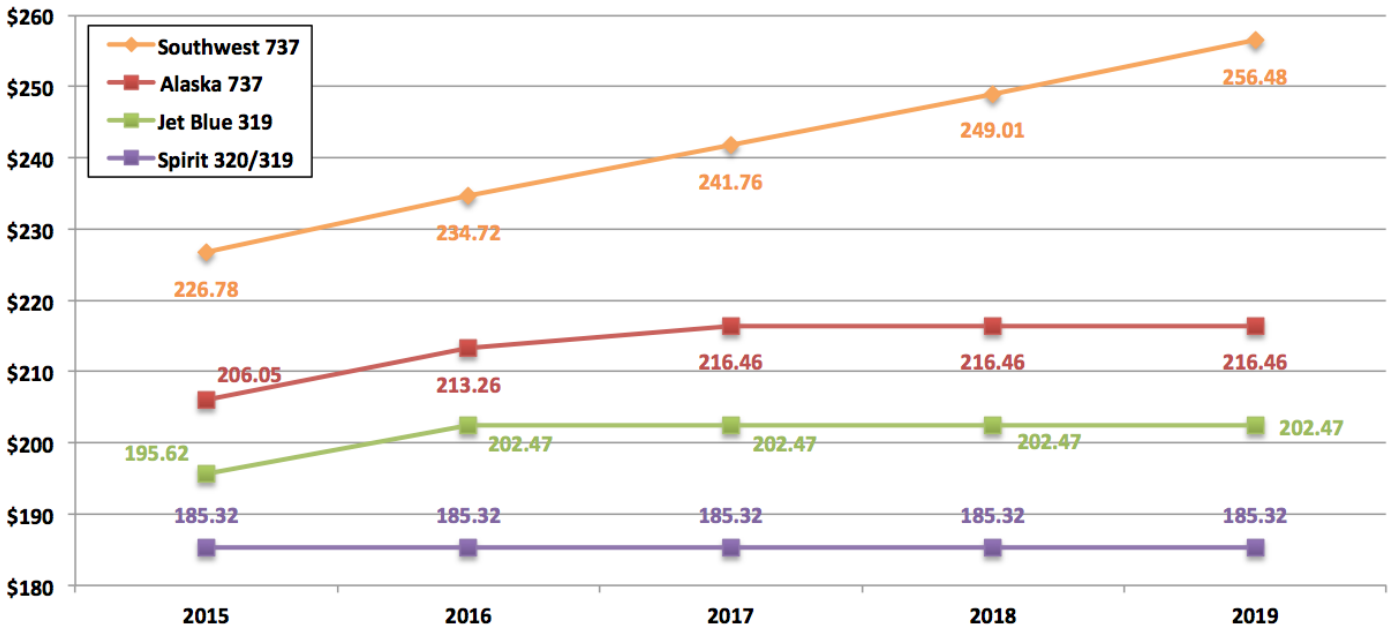
BASED ON 108 TFP 12 YEAR CA RATE	2015 YEARLY	2016 YEARLY	2017 YEARLY	2018 YEARLY	2019 YEARLY
Southwest 737	\$255,792	\$264,746	\$272,688	\$280,869	\$289,295

Hourly - Group II - S80/737/319/320 CA - 12 Year



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

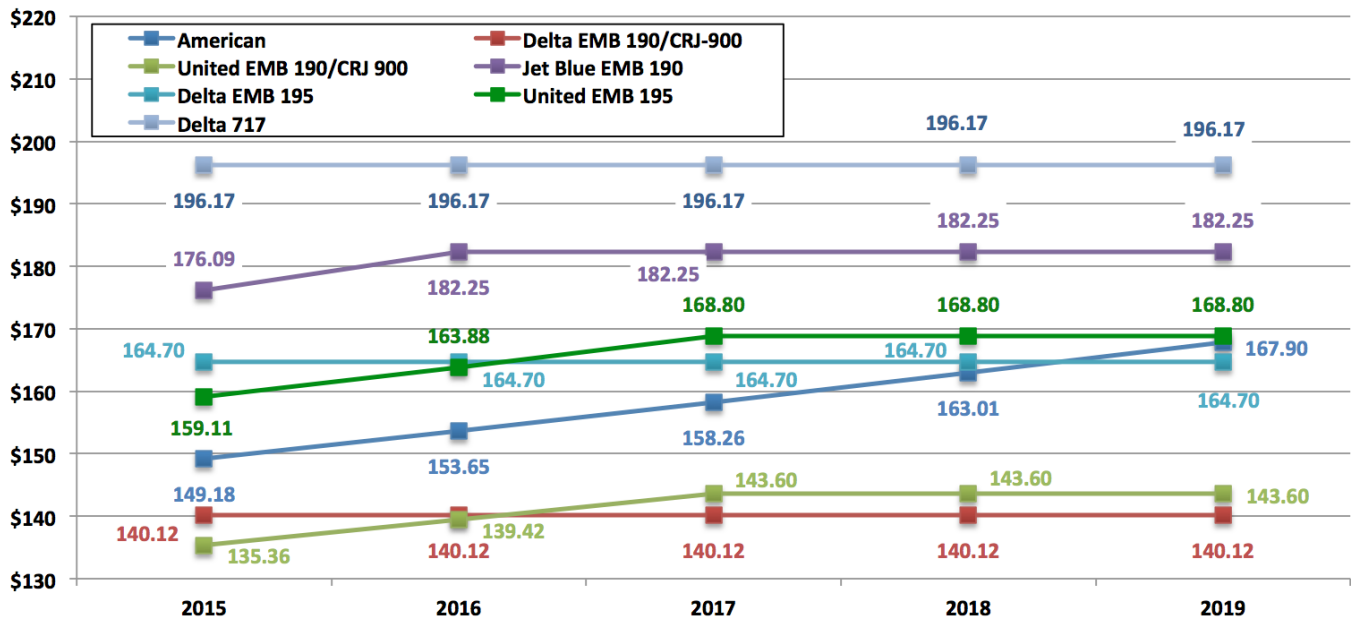
Hourly - Group II - Other Airlines - S80/737/319/320 CA - 12 Year



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee



Hourly - Group I - E190/CRJ 900/717 CA - 12 Year



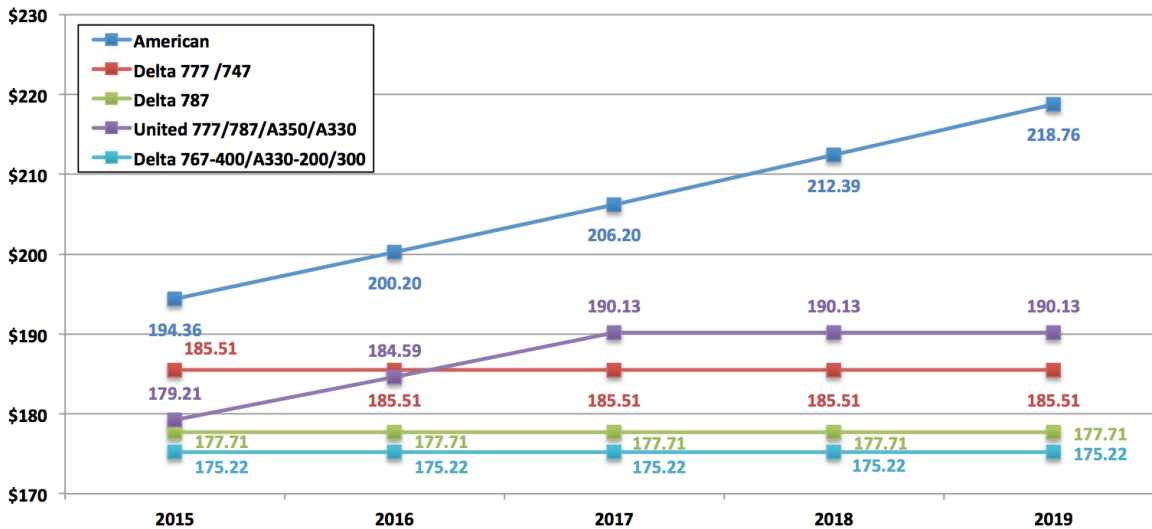
Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

PAY RATES – FIRST OFFICER SWA FIRST OFFICER PAY

SOUTHWEST FO	DOR		4/1/16		4/1/17		4/1/18		4/1/19	
	TFP	HOURLY	TFP	HOURLY	TFP	HOURLY	TFP	HOURLY	TFP	HOURLY
Year 1	\$52.19	\$59.96	\$54.01	\$62.06	\$55.63	\$63.92	\$57.30	\$65.84	\$59.02	\$67.81
Year 2	\$88.03	\$101.15	\$91.11	\$104.69	\$93.85	\$107.83	\$96.66	\$111.06	\$99.56	\$114.39
Year 3	\$98.02	\$112.62	\$101.45	\$116.56	\$104.49	\$120.06	\$107.63	\$123.66	\$110.86	\$127.37
Year 4	\$108.20	\$124.32	\$111.98	\$128.67	\$115.34	\$132.53	\$118.80	\$136.50	\$122.37	\$140.60
Year 5	\$118.52	\$136.18	\$122.66	\$140.94	\$126.34	\$145.17	\$130.13	\$149.52	\$134.04	\$154.01
Year 6	\$123.68	\$142.11	\$128.01	\$147.08	\$131.85	\$151.50	\$135.81	\$156.04	\$139.88	\$160.72
Year 7	\$126.98	\$145.90	\$131.42	\$151.00	\$135.36	\$155.53	\$139.43	\$160.20	\$143.61	\$165.01
Year 8	\$130.31	\$149.73	\$134.87	\$154.97	\$138.92	\$159.61	\$143.08	\$164.40	\$147.38	\$169.33
Year 9	\$131.78	\$151.42	\$136.39	\$156.71	\$140.48	\$161.42	\$144.70	\$166.26	\$149.04	\$171.25
Year 10	\$135.18	\$155.32	\$139.91	\$160.75	\$144.10	\$165.57	\$148.43	\$170.54	\$152.88	\$175.66
Year 11	\$136.67	\$157.04	\$141.46	\$162.54	\$145.70	\$167.41	\$150.07	\$172.43	\$154.58	\$177.61
Year 12	\$138.16	\$158.75	\$143.00	\$164.30	\$147.29	\$169.23	\$151.70	\$174.31	\$156.25	\$179.54



Hourly - Group IV - 777/787/A330 FO - 12 Year

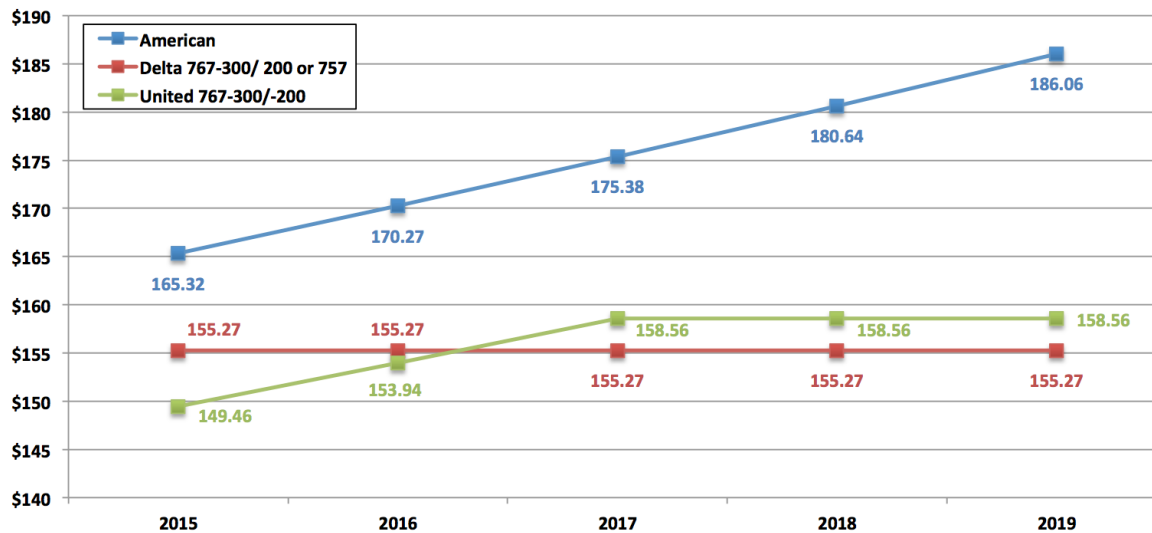


**FIRST OFFICER	
FedEx 777	184.76
UPS (All FOs)	185.51

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

**FedEx and UPS reflect current pay rates. (Both carriers are currently in Section 6 negotiations; FedEx is currently voting on a TA.)

Hourly - Group III - 767/757 FO - 12 Year

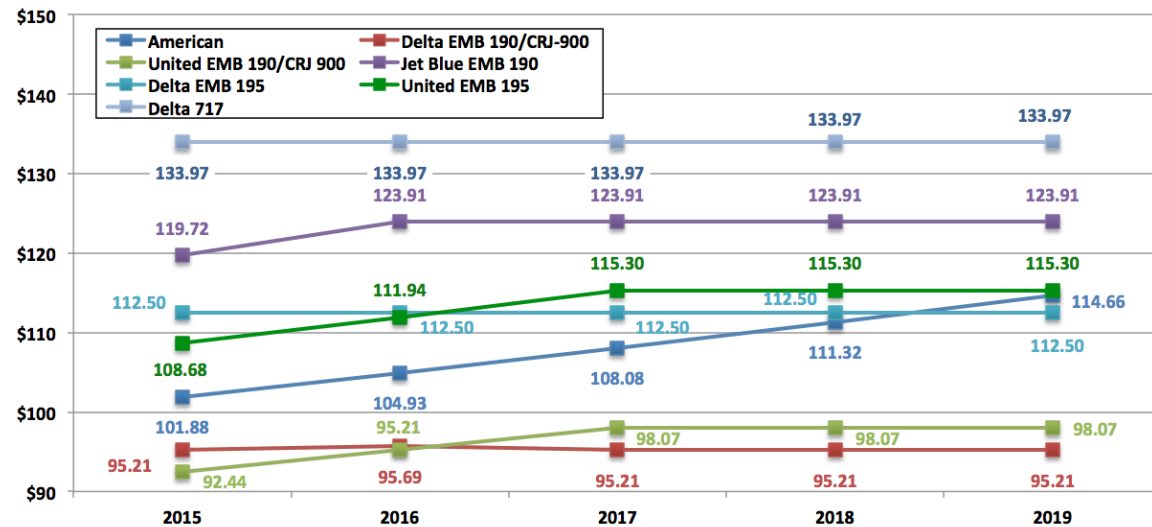


**FIRST OFFICER	
FedEx 757	162.55
UPS (All FOs)	185.51

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

**FedEx and UPS reflect current pay rates. (Both carriers are currently in Section 6 negotiations; FedEx is currently voting on a TA.)

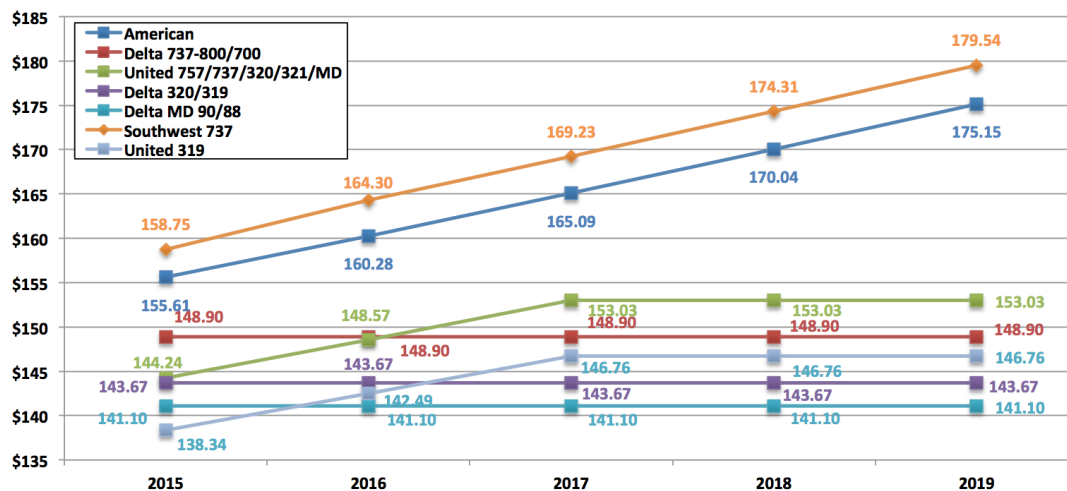
Hourly - Group I - E190/CRJ 900/717 FO - 12 Year



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

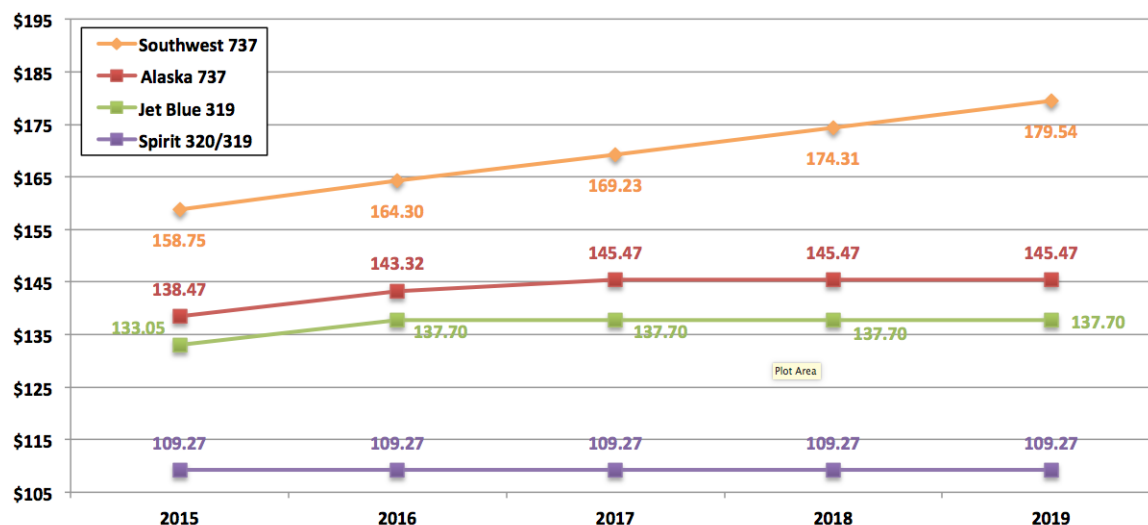
BASED ON 108 TFP 12 YEAR FO RATE	2015 YEARLY	2016 YEARLY	2017 YEARLY	2018 YEARLY	2019 YEARLY
Southwest 737	\$179,055	\$185,322	\$190,882	\$196,608	\$202,506

Hourly - Group II - S80/737/MD 88/319/320/321 FO - 12 Year



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

Hourly - Group II - Other Airlines - S80/737/319/320 FO - 12 Year



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

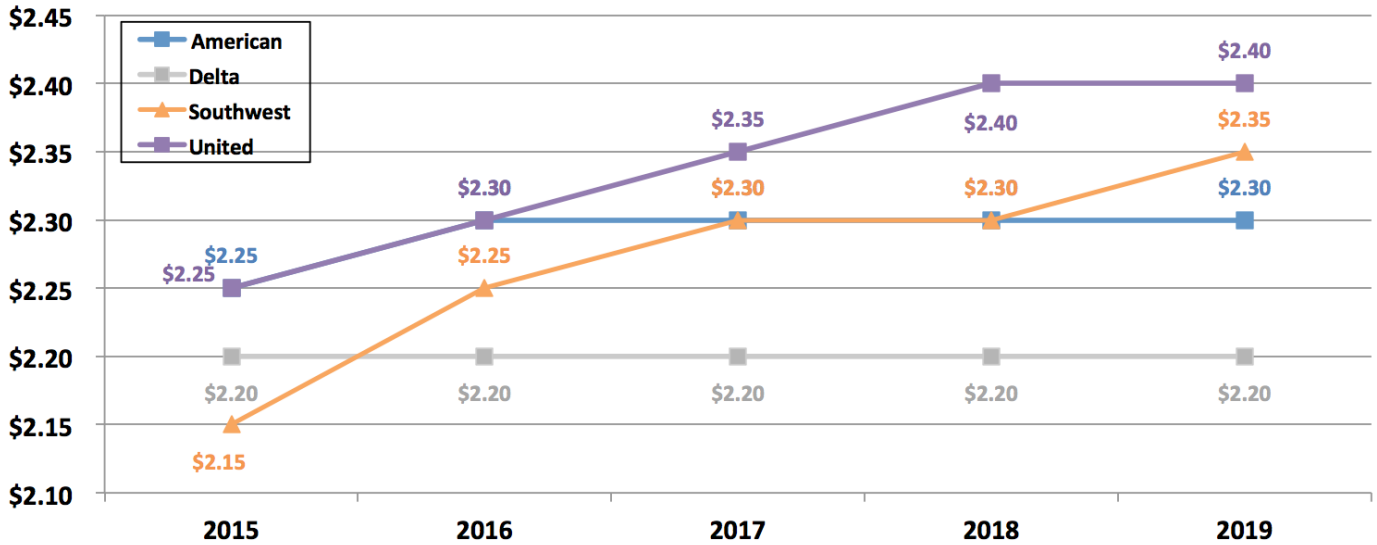
FO PERCENTAGE OF CA PAY

YEAR	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Southwest	50.0%	55.0%	60.0%	65.0%	67.0%	68.0%	69.0%	69.0%	70.0%	70.0%	70.0%			
American	53.5%	62.1%	63.1%	64.1%	65.2%	66.5%	67.5%	67.7%	68.1%	68.2%	68.3%			
Delta	53.5%	62.1%	63.1%	64.1%	65.2%	66.5%	67.5%	67.7%	68.1%	68.2%	68.3%			
United	47.7%	60.0%	63.1%	64.1%	65.2%	66.4%	67.5%	67.7%	68.0%	68.2%	68.3%			
Alaska	48.9%	57.3%	62.3%	65.9%	67.0%	67.4%	67.1%	67.1%	67.3%	67.1%	67.2%			
Hawaiian	46.1%	54.4%	57.4%	60.5%	63.4%	66.6%	67.5%	68.5%	68.9%	69.4%	69.8%			
JetBlue	49%	57.0%	61.0%	63.0%	65.0%	66.0%	66.0%	67.0%	67.0%	68.0%	68.0%			
FedEx	62.1%	62.0%	63.0%	64.0%	65.0%	66.1%	67.1%	68.2%	69.3%	70.4%	71.6%	71.4%	71.1%	70.9%
UPS	62.1%	62.0%	63.0%	64.0%	65.0%	66.1%	67.1%	68.2%	69.3%	70.4%	71.6%	71.4%	71.1%	70.9%

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

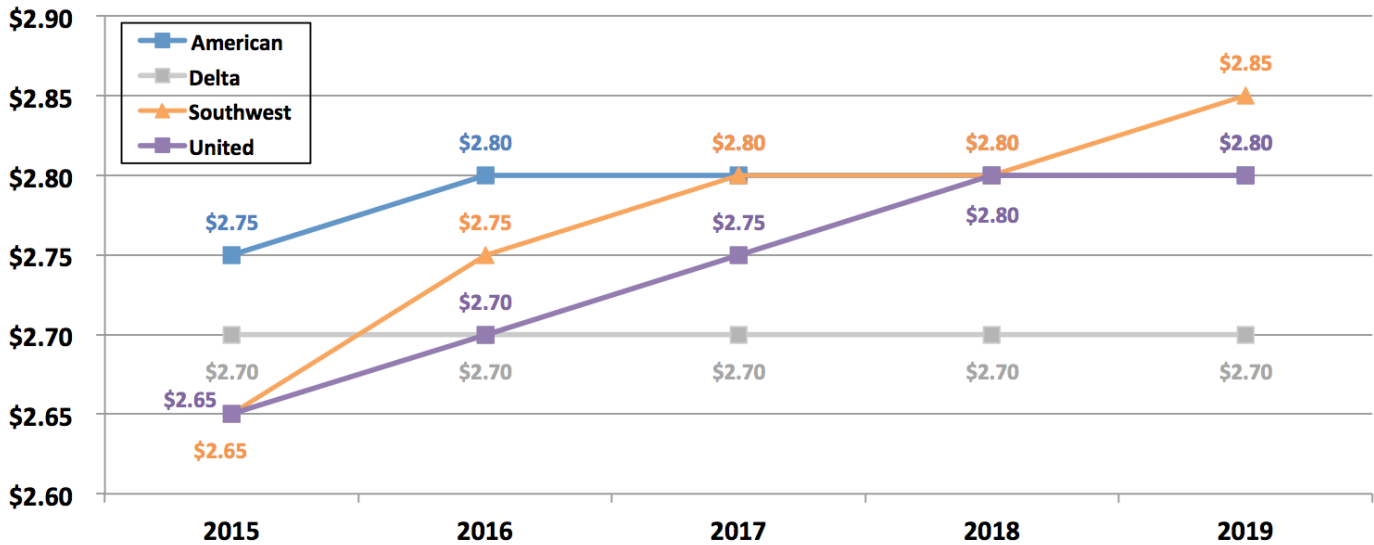
PAY — MISCELLANEOUS PER DIEM

Domestic Per Diem Rates



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

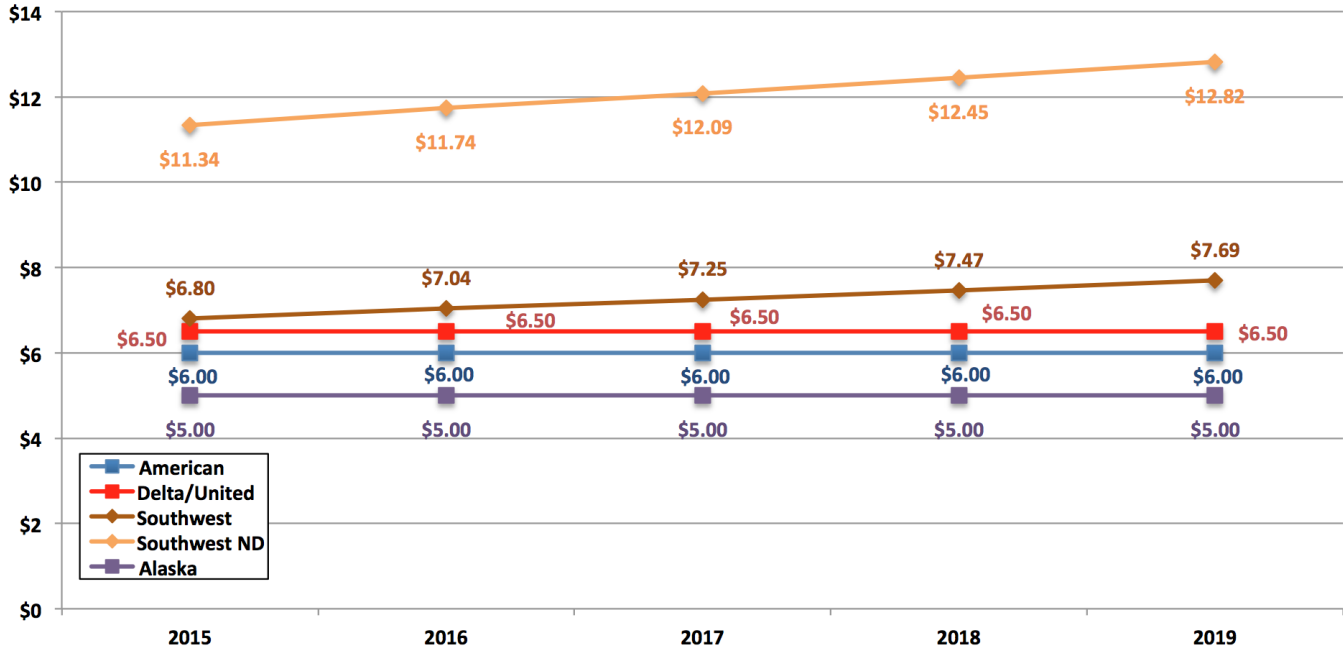
International Per Diem Rates



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

INTERNATIONAL OVERRIDE

International Override CA - 12 Year

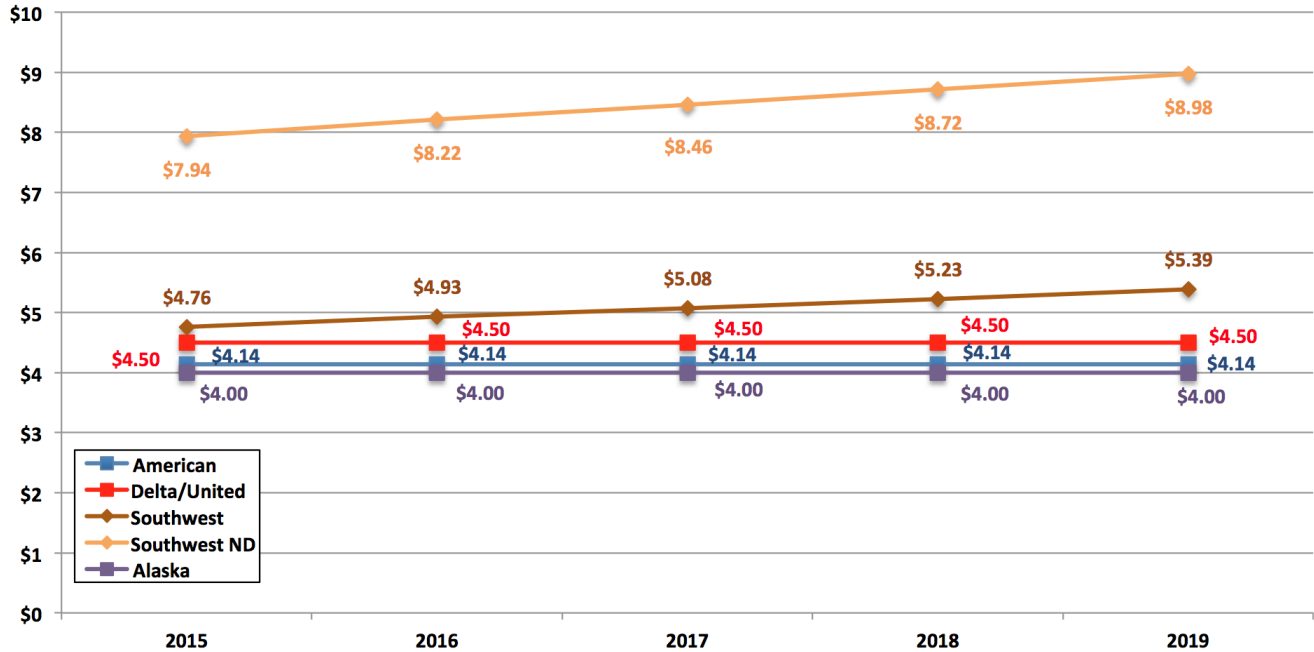


Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

**FedEx and UPS reflect current pay rates. (Both carriers are currently in Section 6 negotiations; FedEx is currently voting on a TA.)

Note: Southwest outside U.S. contiguous 48 pays 3% override, near international division (ND) restricted destinations pay 5% override

International Override FO - 12 Year



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

**FedEx and UPS reflect current pay rates. (Both carriers are currently in Section 6 negotiations, FedEx is currently voting on a TA.)

Southwest outside U.S. contiguous 48 pays 3% override, near international division (ND) restricted destinations pay 5% override

RED-EYE PAY TABLE

	CAPTAIN	FIRST OFFICER	NOTES
Southwest	\$5.33	\$3.73	Red-eye override for flights operated from 0200-0400 pairing domicile time 3% override based on 2016 pay rate
American	\$5.00	\$3.40*	2300-0559 base local time *based on % of CA pay; example assumes 12 yr. F/O
JetBlue	\$13	\$13	01:00-05:00 base local time

PREMIUM PAY

	% OF PAY LINE HOLDER	% OF PAY RESERVE	REASSIGN PAY	NOTES
Southwest	150%	150%	150% 200%	<p>Move up – Any move up of entire duty period pays 150%</p> <p>Extended Duty – Flight arriving after original end of duty period pays 150%</p> <p>Holiday Pay – 150%</p> <p>Junior Assignment – JA on a day off pays 200%.</p>
American	150%	150% paid on top of guarantee	150%	<p>Company may offer Premium Pay at any time for an open sequence.</p> <p>- Must offer Premium Pay for trip selection before junior manning a pilot. - Reassignment premium for time outside original sequence footprint.</p>
Delta	200%*	100%**	200%***	<p>*For Green Slip flying over the lesser of the average line value or 75 hrs. **Above reserve guarantee for the portion of such rotations that interrupt X days. (Violated X days are repaid at the end of the rotation.) ***For additional duty periods extending into days off for reasons within company control.</p>
United	150% 175% 200%*	150% on voluntary days off	--	<p>- If crew agrees to minimum rest at layover to make on-time departure, 5 hrs. of incentive pay will be added.</p> <p>- Reserves may volunteer for extra reserve duty for 4 hours additional pay. - May volunteer for extended duty day for 2.5 or 5 hour additional pay.</p> <p>* At company discretion.</p>
Alaska	150%	150%	150%	<p>- 100% flight time credit and 150% pay for the trip being flown up to the monthly maximum, whichever is greater.</p>
JetBlue	150%*	150%	150%	<p>- Premium pay (150%) is triggered for: *Voluntary day off assignments (VDA) *Extended pairing segments (EPS) *Additional reserve days (RXS)</p> <p>*Reserve assignments into days off (RDA) *Reserve Augmentation (RSA)</p> <p>- 200% holiday pay.</p> <p>- Additional J/A pay (in addition to premium) CA \$65.59, \$44.61/hr.</p>
Hawaiian	--	--	*	<p>- Inter-island: 1 minute pay for each minute of duty over original scheduled duty day.</p> <p>* International: Greater of 125% pay for greater of actual or scheduled reroute or 1:00 pay; no credit for each 6:00 past original scheduled release.</p>
Spirit	200%	--	N/A	<p>- Scheduled time in the original trip hour period or</p> <p>- four and one-half (4.5) hours per duty period for the entire trip for multiple duty period trips, or four (4) hours per duty period for single duty period trips; further, a pilot shall be credited for pay purposes with one additional duty period (four and one-half [4.5] hours) for each scheduled away-from- domicile layover that exceeds a continuous twenty-two (22) hour period or</p> <p>- one (1) hour's flight time credit for each 4.20 hours elapsed time away from his base.</p> <p>- On a reserve day in which a relief line holder is not required to report for duty, he shall be paid and credited four (4) hours.</p> <p>- International 8%.</p>
FedEx	125%	125%	3:30*	<p>*Reroute into additional duty period. Change of layover in rotation pays additional 1:30.</p>
UPS	2:00/day	2:00/day	2:00*	<p>*Reroute into additional duty period. Change of layover in rotation pays additional 2:00.</p> <p>- Extra stops pay additional 2:00.</p>

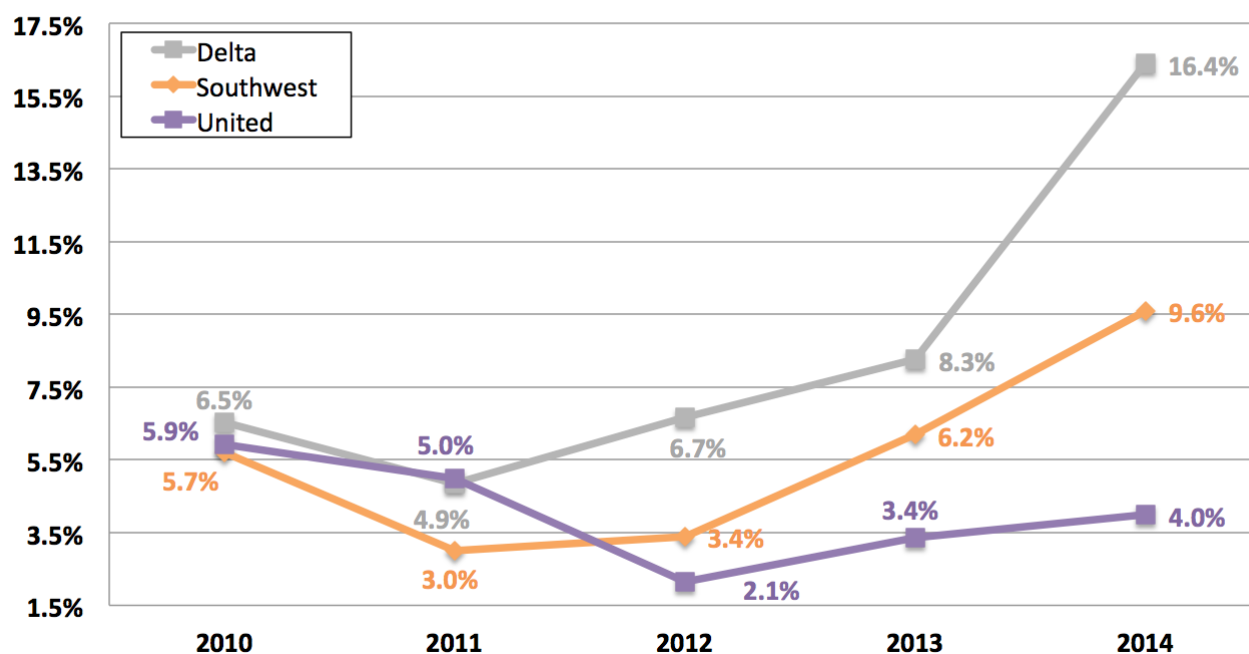
Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

PROFIT SHARING

	Y/N	TYPE	% OF WAGES	PENSIONABLE	INCENTIVE	NOTES
Southwest	Y	Defined contribution	Variable based on distributed operating profits	No	—	-15% of operating profit -Paid into qualified profit sharing account -Contractual
American	N	None	None	No	\$50 to \$150 based on performance each month	None
Delta	Y	Profit	*	Yes	\$25-100/month (based on performance criteria)	*Employee group shares 10% of pretax income up to and including \$2.5B and 20% over \$2.5B. - Pilots share is approx. 35% of the Employee group share
United	Y	Profit	Variable based on employee earnings	No	--	- 10% Pretax up to 6.9% Pretax margin - 20% Pretax up to 6.9% Pretax margin (shared among eligible employees)
Alaska	Y	Performance-based	5% target	No	--	Variable annual allotment based on company performance goals
JetBlue	Y	Profit-sharing retirement plan*	5%	No	--	*Guaranteed profit-sharing percentage: 5% is a component of defined contribution plan.
Hawaiian	Y	Performance-based	5%	No	\$150/ quarter	The plan pays employees, except management employees, 5% of adjusted pretax income.
Spirit	N	--	Same as all employee groups	--	Sharing/ bonus	"Me Too Clause" if any other employee group get profit sharing, pilots will also.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

Profit Sharing



Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee
 Note: American Airlines does not have any profit sharing during this time period

TRAINING PAY

	DISTANCE LEARNING	GROUND/ DAY	QUALIFICATION RE-QUALIFICATION/ DAY	TRAINING DAY LENGTH	NOTES
Southwest	1 for 1.5 (.75 TFPs per hour)	5:40 * (6.5 TFP) 4:21 ** (5.0 TFP)	5:40 * (6.5 TFP) 4:21 ** (5.0 TFP)	9 hrs class 4 hours sim	* Pay for AQP and Ops Day, greater of trips pulled or rate ** Pay for initial, upgrade and re-qualification, greater of trips pulled or rate
American	1 for 2	4:00*	4:00*	10 hrs total/ 5 hrs in simulator	- Crewmember will not be scheduled for simulator training (including briefing and debriefing) between the hours of 0045 and 0530 (except T/O & LAND) *4:03 LC 4:13 SC if on reserve available day.
Delta	1 for 2	3:45*	3:45* Pay/ No credit	4 hrs sim or 8 hrs classroom max, but never more than 8 total in a day	*Recurrent and other misc types of training pay - Upgrade training pays 1/30 or 1/31 per day pay and credit, for lineholders and reserves - Reserve pilot or an unassigned pilot, while assigned to qualification training, will be paid and credited a pro rata portion of the ALV for each training day, including training days on which his schedule shows "OFF" - A pilot will not be assigned to ground or flight simulator training, including briefing and debriefing, between 0100 and 0500 (pilot's base time). - A new-hire pilot may be so assigned during such 0100 - 0500 period.
United	1 for 4	3:00*	3:45*	4 hrs simulator	*Reserves 5:00 for each day dropped. - No credit for landing currency. - Training 0600 to 2400, which can be extended to 0200 without pilot concurrence.
Alaska	58% of hourly rate	4:40	< 6 hrs 3:30 > 6 hrs 4:40	8 hrs total 4 hrs simulator 6 hrs classroom	- 58% for non-flight-related training outside the traditional classroom or required pilot presence at designated training locations. But not < 4:00 hrs. - Hotel internet access reimbursed. - Training 8:00-22:30 hrs.
JetBlue	1 for 3	4:00	Trips lost	14 hrs	- Only pay when training, extra days for travel not paid. - Travel days for training pay an additional 2:40.
Hawaiian	1 for 2	3:00*	3:00*	--	- Full month (31 days) training is paid 93:00. - Qualification 3:00. - Continuing qualification *4:00.
Spirit	--	4:00*	4:00*	10 hrs*	*Or trips missed. *If a pilot is required to attend ground training for more than 9 hours/day, he or she shall receive one hour of additional pay in addition to training pay. - A pilot attending required training events on a scheduled day off shall be paid four (4) hours of flight pay per day above guarantee.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

SEQUENCE PROTECTION/REROUTE RULES

	SEQUENCE/ PAIRING PROTECTION	RECOVERY OBLIGATION	AVAILABLE AFTER REPORT	RETURN TIME FROM ORIGINAL TRIP	NOTES
Southwest	Y	Y	Must contact Crew Scheduling for reassignment	Extension beyond original trip return paid (1) additional duty period	<ul style="list-style-type: none"> - Any involuntary assignment or reassignment into an unscheduled overnight, resulting in a duty period on a scheduled day off, pays double time. (200%) - Reassignment that blocks in later than original trip all legs not in original sequence will be premium pay. (150%)
American	Y	Y	4 hrs	Dom 4 hrs or 01:59 which-ever is later, International Trans- Oceanic, Hawaii, South of the equator return +30 hrs	<ul style="list-style-type: none"> - May forego Sequence Protection with concurrence of Crew Scheduling. - May not assign flying commencing before and/or finishing beyond the Replacement Flying Window (including Illegalities). - Premium Pay (150%) provisions shall apply for any reassignment during replacement flying that results in a pilot flying beyond the original Sequence footprint.
Delta	Y	Y	6 hrs	4 hrs	<ul style="list-style-type: none"> - RO flying must start after sign-in on day of original sequence. - May be entitled to lodging. - May waive sequence protection and be released from obligation upon request with sufficient reserve manning.
United	Y	Y	2 hrs or 4 hrs if irregular operations	Original trip	<ul style="list-style-type: none"> - No interference with next trip. - New off-duty periods at pilot's base upon request can be assigned hotel room. - Pilots become Reserve hybrid with possibility of airport standby.
Alaska	Y	Y	Unlimited	5 hrs	<ul style="list-style-type: none"> - Waive Sequence Protection with Crew Scheduling agreement. - Once at airport and released, not required to return same day; requirement to be contactable day prior and day of for each day remaining on footprint of trip. - Portions of trip lost, pilot may only fly or deadhead nonstop direct to reconnect with original trip. - Multi-day trip lost, may be assigned a make-up trip at time of notification.
JetBlue	Y	Y	Total cancellations < = 20 - 2 hrs 21-40 - 3 hrs >40 - 4 hrs	Original footprint	<ul style="list-style-type: none"> - Can reassign from operating trip to another trip twice per year (considered emergency reassignment). - Recovery Obligation only at the time of reassignment. - Sequence Protection is on a leg-by-leg basis.
Hawaiian	Y	Y	Unlimited	N/A	N/A
Spirit	N/A	N/A	N/A	N/A	- No sequence protection.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

SICK SICK PAY

	RESERVE PAY PER DAY	LINE HOLDER PAY PER DAY
Southwest	5:13 (6.0 TFP)	Line holders paid for trips missed
American	4:03 Long Call 4:13 Short Call Sick if Needed — Sick not charged until junior manned	Line holders paid for trips missed
Delta	4:14 – 4:42 or trips missed Depends upon the reserve guarantee and the number of on-call days in the month	Line holders paid for trips missed
United	4:03 To receive sick leave pay in excess of his adjusted Minimum Pay Guarantee (MPG), a Reserve must provide a doctor's note within forty-eight (48) hours of his return from sick leave. If a doctor's note is not provided within the required time period, he shall not be paid for the sick leave in excess of his adjusted MPG.	Line holders paid for trips missed
Alaska	2:50	Line holders paid for trips missed
JetBlue	4:12	- Paid time off system used for sick, vacations and schedule modification
Hawaiian	5:00 (4:45 in 31-day bid period)	- Time will only fill to pilot's awarded line value or minimum bid period guarantee
Spirit	4:00	Line holders paid for trips missed
FedEx	4:30	--
UPS	4:00	--

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

SICK — MISCELLANEOUS (PAGE 1)

	MONTHLY ACTUAL/MONTH	YEARLY ACCRUAL	MAX BANK	SICK SELLBACK PROGRAM ANNUALLY	SICK SELLBACK AT RETIREMENT	SICK LEAVE MAKEUP	NOTES ALL LINE HOLDERS - ALL CARRIERS = TRIPS MISSED
Southwest	8:05 (9.3 TFP)	97:48 (111.6 TFP)	1392 (1,600 TFP)	No	No	No	- 80:56 or 93 TFP bid line average used as the basis for calculation - Upon retirement, sick leave may be traded for continued medical coverage and optional dental at the rate of one (1) month of coverage for each (10) TFP in bank. This only applies to Pilots and spouse until federal Medicare eligibility age.
American	5:00	60	1,000	Yes	Yes to fund retiree medical	No	- Rapid reaccrual 7:30/month. - Any remaining unused Short-Term Bank will be paid out, up to 50% based on long-term sick bank balance.
Delta	N/A	270	N/A	No	No	Yes	- Pilot accrues 50 hrs in the first year and increases annually to 270 hrs at year twenty. - Sick bank resets annually. No rollover. - After pilot is placed on disability, pilot may borrow up to 50 hrs from the following year accrual.
United	3:25/5:00*	60	1,000	No	No	No	- 3:25 for lineholders *5:00 for Reserves - Rapid use >255, Rapid accrual @ 7 hrs/month until accrued amount used.

SICK – MISCELLANEOUS (PAGE 2)

	MONTHLY ACTUAL/MONTH	YEARLY ACCRUAL	MAX BANK	SICK SELLBACK PROGRAM ANNUALLY	SICK SELLBACK AT RETIREMENT	SICK LEAVE MAKEUP	NOTES ALL LINE HOLDERS - ALL CARRIERS = TRIPS MISSED
Spirit	4.0*	48	400	--	Yes* retiree medical	Yes	*Line holder and Reserve - Can borrow 24 hrs of sick that must be reconciled in 12 months - Sick leave make-up ** Mandatory retirement lump-sum payout (up to 400 hrs @ hourly rate) > = 25 yrs: 100% payout > 20-25 yrs: 75% > 15-20 yrs: 50% > 10-15 yrs: 25% - A321 accrual rates are 10% higher
Hawaiian	7.5	90	1,080	--	--	--	--
Alaska	5:30	66	1,000	No	No	Yes	- A pilot will be credited with five hours and 30 minutes (5:30) of sick leave to his primary sick leave bank for each month he receives compensation from Alaska Airlines for six (6) or more hours of work performed, excluding months during which he receives compensation only for non-work-related activities such as profit sharing and reimbursement of expenses. - Sick accrual reduced 2 hrs/month if a pilot has 5 or more events in a rolling 12-month look-back. Rapid reaccrual 11:00/month. - At retirement, pilot will be paid a lump sum for unused primary sick leave at 25% of hourly wage.
JetBlue	Based on YOS	180***	360 (twice accrual rate)	Yes*	Yes**	Yes	- Can sell up to half their PTO bank at 150% *Paid time off (PTO) system ** Paid at hourly rate *** Max accrual based on longevity

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee



WORK RULES

	GUARANTEE		MAX. SCHEDULED ON-DUTY	MAX. ACTUAL ON-DUTY	DUTY RIG "E" TIME	TRIP RIG "F" TIME	SEQUENCE/ PAIRING PROTECTION	BIDDING
	DUTY PERIOD AVERAGE MINIMUM	AVERAGE DAILY GUARANTEE	2-PERSON CREW	2-PERSON CREW	1 MIN PAY FOR EVERY "X" MIN ON DUTY	1 MIN PAY FOR EVERY "X" MIN AWAY FROM BASE		
Southwest	5:39 (6.5 TFP)	5:39 (6.5 TFP) Calendar Day	13	15	1.55 (.74 TFP)	3.45 (1 for 3)	Yes	Traditional
American	5:10 DP with PBS	3:00	FAR 117	FAR 117	2 (.57 TFP)	3.5	Yes	Traditional transition to PBS
Delta	No minimum	5:15 Calendar Day	FAR 117 (-30 min)	FAR 117	2 (.57 TFP)	3.5	Yes	PBS
United	No minimum	5:00 Calendar Day	13	14	2 (.57 TFP)	4	Yes	PBS
Alaska	5:00	No minimum	12.5	14	2 (.57 TFP)	3.5	Yes	Traditional
Hawaiian	4:06	No minimum	14	16	1.67 (.69 TFP)	4	Yes	PBS
JetBlue	5:00	No minimum	13.5	16	2 (.57 TFP)	3.5	Yes	PBS
FedEx	3:00	6 (1 day trip)	13.5	16	2 (.57 TFP)	3.75	Yes	Traditional
UPS	4:00	6 (1 day trip)	13	15	2	3.75	Yes	Traditional

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

DUTY RIGS

	DUTY PERIOD MINIMUM	DUTY RIGS	SCHEDULED DUTY-TIME EXCEPTION	TRIP RIG
Southwest	4:21 (5.0 TFP)	1 for 1.55 (.74 TFP)	N/A	1 for 3.45 (1 for 3 TFP)
American	2:00	1 for 2 (domestic) (.57 TFP) 1 for 2 (for scheduled sit time in excess of 2 hrs) (.57 TFP)	--	1 for 3.5
Delta	2:00	*1 for 2 (.57 TFP) **1 for 1.75 (.66 TFP)	* 0401-2159 **2200-0400	1 for 3.5
United	2:00	1 for 2 (.57 TFP) 1 for 1.75 (.66 TFP)	0600 -2159 2200 - 0600	1 for 4
Alaska	> 1:00 or 1:2	1 for 2 (.57 TFP) 1 for 1.75 (.66 TFP)	0601-2159 2200 - 0600	1 for 3.5
Hawaiian	2:00	1 for 1.67 (.69 TFP)	--	1 for 4
JetBlue	5:00	1 for 2 (.57 TFP)	*if duty period touches (1/1.175) 0100-0500	1 for 3.5
Sprit	4:00	--	--	1 for 4.2
FedEx	3:00	1 for 2 (.57 TFP) 1 for 1.92 (.60 TFP) 1 for 1.15 (1.0 TFP) 1 for 1.92 (int'l) (.60 TFP)	0500 -1559 1600 - 0059 0100-0459	1 for 3.75
UPS	5:30 (reserve airport standby)	1 for 2 (.57 TFP) 1 for 1.54 (.75 TFP)	0500 - 2259 0230 - 0459	1 for 3.75

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

LINE HOLDER

	MONTHLY LINE GUARANTEE	SCHEDULING MAX	DAYS OFF	NOTES
Southwest	73:59 (85 TFP) 75:43 (87 TFP) 77:28 (89 TFP)	FAR*	14 in a 29-day bid period 15 in a 30-day bid period 16 in a 31-day bid period	-Monthly line guarantees for a 29-day, 30-day and 31-day bid period *Bid line maximum is 95 block hours -Days off derived from 15 max workdays per bid period -1 day per month (8 days per year maximum) may be declared inviolable (golden) prior to the bid period
American	Lower limit of ALV	84 ALV +/- 7	10 days	- Can pick up to average 90 hrs/month
Delta	65:00	79:30-91:30*	Minimum 12 days off in a 30-day period Minimum 13 days off in a 31-day period	* Lines built to +/- 7.5 hours of published ALV (72-84 monthly range) - Pilots may pick up time to the FAR limits (with exceptions) - With pilots on furlough ALV limited to 72:00 until its rolling 12-month average is at or below 77:30
United	70:00*	89:00 W/B 95:00 N/B	12 days	- Pilot selectable max 87:00 W/B 89:00 N/B - Pilot may concur to a max of 91:00 W/B and 97:00 N/B - Pilot may flex down to 11 days 3 times per year N/B * or initial line value, whichever is greater
Alaska	75:00	85:00	12 days in a 30-day period 13 days in a 30-day period	- Pilot may flex to 88:00 up to 6 times per year - All pilots may overfly by 5:00
Hawaiian	75:00	90:00	12 days in a 30-day period 13 days in a 30-day period	-Pilot may flex an additional 10:00 to be paid if bank limit 25:00 has not been reached
Spirit	72:00	--	100:00*	*For regular and relief pilots, reserve pilots receive 12 days off in a 30-day bid period and 13 days off in a 31-day bid period
JetBlue	70:00	78:00-95:00 (based on PBS)	None	--

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee



RESERVE RESERVE 1

	MONTHLY GUARANTEE	SCHEDULING CAP	MIN DAYS OF	NOTES
Southwest	73:59 (85 TFP) 75:43 (87 TFP) 77:28 (89 TFP)	FAR	14 in a 29-day bid period 15 in a 30-day bid period 16 in a 31-day bid period	-Monthly line guarantees for a 29-day, 30-day and 31-day bid period -Days off derived from 16 max workdays (31-day per bid period) and 15 max workdays (30-day, or 29-day bid period).
American	73:00 LC 76:00 SC	85:00	12 days in a 30-day bid period* 13 days in a 31-day bid period**	*2 days are inviolable (Golden) ** 3 days are inviolable (Golden) - Last day on call release if not assigned seq -- SC (Short Call) 6 hrs after start of RAP -- LC (Long Call) 10am HBT - Max 5 invol conversions (LC to SC) with 30 minutes pay per event on top of guarantee - LC >=20% of all four-part bid status - SC >=30% of all four-part bid status and no more than 35% of RAPs before 7am - 4 must have days off during the year (JCBA)
Delta	Based on ALV -2 hrs historically 75:30	87:00 – 99:00*	13 days in a 30-day bid period** 14 days in a 31-day bid period** (For Reserve guarantee between 72:00 and 74:59) 12 days in a 30-day bid period** 13 days in a 31-day bid period** (For Reserve guarantee between 75 and 80)	* Based on ALV **6 days off are inviolable **Days off are prorated for known absences other than CQ training - A category in which the number of reserve lines is projected to be at least 20% of pilots in such category will be awarded one additional X-day - 13 hrs LC/SC notification - First day on call LC/SC 10am RAP or later - LC/SC conversions 6 - 7 (based on days in month) no pay - No invol conversion limit
United	73:00 LC* 76:00 SC	90:00	12 days in a 30-day bid period 13 days in a 31-day bid period	- 6 Golden Days *1 hr added to guarantee for each SC with no flying
Alaska	75:00/79:00*	85:00** (+5:00)***	12 days****	*Long call (11-hour call-out) 75 hours *Short call (2-hour call-out) 79 hours ** May flex to 88:00 up to 6 times/year *** All pilots may overfly by 5:00 ****10 days are inviolable
Hawaiian	75:00	90:00*	12 days**	*Pilot may flex an additional 10:00 paid to bank if bank limit of 25:00 is not reached **6 days are inviolable
JetBlue	75:00	97:00	12 days in a 30-day bid period 13 days in a 31-day bid period	--
FedEx	74:00	FAR	13 days in a 4-week bid period 16 days in a 5-week bid period	--
UPS	81:00	104:00* 130:00**	11 days in a 28-day bid period 14 days in a 35-day bid period	*28-day bid period ** 35-day bid period

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

RESERVE 2

	RESERVE DAYS ON DUTY	TYPE OF SYSTEM	LONG CALL NOTICE TO REPORT (IN HRS)	AIRPORT STANDBY
Southwest	15 (29 and 30-Day bid period) 16 (31-Day bid period)	Reserve days used Pay per block	N/A	No
American	18	*GTD	12	No
Delta	16 - 18 based on ALV and reserve staffing	Days remaining + GTD grouping	12	No
United	18	Days remaining	N/A	Yes
Alaska	18-19	Days Remaining	11	No
JetBlue	18	GTD	14	No
FedEx	15 (28-day bid) 19 (35-day bid)	GTD	24	Yes
UPS	19	FIFO	24	Yes

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee
 American * Transitioning to "Days remaining"
 GTD - Greater Time to Date or Credited Projection

RESERVE 3

	SHORT CALL PERIODS ALLOWED	LENGTH OF SHORT CALL (HRS)	SHORT CALL RESPONSE TIME TO REPORT	SEPARATE LONG/SHORT CALL LINES	LONG CALL RESPONSE TIME TO AIRPORT	AIRPORT STANDBY	NOTES
Southwest	No limit	15	2 hours	N	N/A	N	
American	5*	14**	Undefined	Y	12 hours	N	* Invol assignment = 30 min addtl pay ** Reduced in WOCL
Delta	6/7	12/14*	Undefined**	N	12 hours	N	- SC 12 hrs max * International categories—24 hrs until FAR 117 effective ** "Promptly available"
United	No limit*	15	Undefined**	Y	13 hours***	Y	** Pure SC lines; pure LC lines can be assigned up to 7 SC periods ** "Reasonable amount of time" ***Prior to departure time—May be reduced to 10 hours for domestic and further reduced for international
Alaska	No limit*	15	2 hours	Y	11 hours	N	--
JetBlue	No limit	10	2 hours	N	14 hours	N	- Dependent on days of availability and company requirements - Pilot may volunteer for 1-hour response time and will be provided a hotel room. Reserves on their last day of a continuous block of three or more reserve days are automatically released at 1700 Base Local Time unless Crew Scheduling notifies the Reserve of the need to continue duty beyond 1700 prior to 1659 Base Local Time.
Hawaiian	No limit*	12	2 hours*	N	N/A	Y**	*Response time may be 2, 3, 4 hours based on reserve availability ** Inter-island reserves only
Spirit	No limit	Undefined	3 hours	N	--	N	--

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

VACATION VACATION PAY PER DAY

	HOURS PER DAY	NOTES
Southwest	3:16 (3.75 TFP)	Pilot paid all TFPs lost from bid line or 3.75 TFP per day/26.35 TFP per week. In some circumstances, trips that overlap with vacation will pay in addition to daily/weekly rate.
American	3:40	- Vac Day 24 hrs (0001-2359) Monday-Sunday. 52/7 day periods.
Delta	3:15	--
United	3:15	- Reserves 5:00 for each day dropped
Alaska	3:30	--
Hawaiian	3:45	--
Spirit	4:00	--
JetBlue	5:00*	- Each vacation week is 35 hours of pay and credit. Pilot may opt for either. - PTO bank reduced by 24.5 hours if pilot opts to load 35 hours of vacation credit into PBS for schedule construction. - PTO bank is reduced by 35 hours if pilot opts not to load 35 hours of vacation credit into PBS during schedule construction.
FedEx	6:00	--
UPS	5:00	--

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

VACATION ACCRUAL (DAYS)

YEAR	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30+
Southwest	14	14	21	21	28	28	28	28	35	35	35	35	35	35	35
American	21	21	22	24	26	28	30	31	31	31	31	31	31	31	31
Delta	14	14	21	21	21	28	28	28	28	35	35	35	35	35	35
United	14	14	21	21	21	35	35	35	35	35	35	35	42	42	42
Alaska	15	15	21	21	24	24	30	30	30	35	35	35	40	40	41
Spirit	14	14	21	21	24	24	24	28	28	31	31	31	35	35	35
Hawaiian	15	16	21	21	23	27	27	29	29	33	33	33	33	38	38
FedEx	15	15	22	22	29	29	29	29	29	36	36	36	36	36	36
UPS	14	14	21	21	21	28	28	28	28	35	35	35	35	35	35

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

VACATION VALUATION (RATE x DAYS PER YEAR) = TOTAL HOURS

	YEAR	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30+
AIRLINE	DAILY RATE															
Southwest	(3:15/trips dropped)*	84.2	84.2	126.3	126.3	168.4	168.4	168.4	168.4	210.5	210.5	210.5	210.5	210.5	210.5	210.5
American	(3:40)	77.0	77.0	80.7	88.0	95.3	102.7	110.0	113.7	113.7	113.7	113.7	113.7	113.7	113.7	113.7
Delta	(3:15)	45.5	45.5	68.3	68.3	68.3	91.0	91.0	91.0	91.0	113.8	113.8	113.8	113.8	113.8	113.8
United	(3:15)	52.0	52.0	74.8	74.8	74.8	97.5	97.5	97.5	97.5	120.3	120.3	120.3	136.5	136.5	136.5
Alaska	(3:30)	67.5	67.5	99.0	99.0	130.5	130.5	130.5	130.5	130.5	162.0	162.0	162.0	162.0	162.0	162.0
Spirit	(4:00)	56.0	56.0	84.0	84.0	84.0	112.0	112.0	112.0	112.0	140.0	140.0	140.0	140.0	140.0	140.0
Hawaiian	(3:45)	56.3	60.0	78.8	78.8	86.3	101.3	101.3	108.8	108.8	123.8	123.8	123.8	123.8	142.5	142.5
FedEx	(6:00)	90.0	90.0	132.0	132.0	174.0	174.0	174.0	174.0	174.0	216.0	216.0	216.0	216.0	216.0	216.0
UPS	(5:00/trips dropped)	70.0	70.0	105.0	105.0	105.0	140.0	140.0	140.0	140.0	175.0	175.0	175.0	175.0	175.0	175.0

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

*Based on TFP Conversion 1.149 and average overlap. Average week of vacation for 2014 was 42.1 hours (36.6 TFP)

HOTELS

	NEW HIRE SINGLE	TRAINING > 50 MILES	DURING RECOVERY FLYING	HOTEL COMMITTEE MEETS WITH	ROOMS PROVIDED DURING GROUND TIMES	NOTES
Southwest	Y	Y	N/A	VP of Flt Ops	>4 hours	-
American	Y	Y	N	Flight Dept.	> 5 Hours	--
Delta	Y*	**	Y	Senior Vice President Ops	> 5 Hours	* First 2 weeks of training only ** Hotel provided for all training - If TAFB > 96 hrs laundry reimbursed up to \$50, AMS/NRT-direct billed
United	Y	Y*	N	Dispute resolution process used for hotel disagreements	> 4 Hours	- Bottled water for int'l destinations - Training paid \$15/day if at home *For any pilot if requested
Alaska	Y	N	N	Vice President Flight Operations	> 4 Hours	- Hotel Internet access will be reimbursed when required for Distance Learning
Spirit	Y	N	N	Company	4-5 Hours	- Hotel buyback program - if hotel room canceled 48 hrs prior to trip. Pilot will receive \$25 rebate. - Pilot is responsible for crew rest and transportation when using this program.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

PARKING

	COMPANY PARKING	CO-TERMINAL	NOTES
Southwest	No	No	- Parking paid for assignments made < 3 hours.
American	Yes	Yes	- If parking not available AA will reimburse up to highest parking rate at base (or bases that you fly out of) + \$50
Delta	Yes	Will be provided parking at co-terminal of trip organization	--
United	Yes	Yes	- If available at location other than your base, UA will assume charges up to \$35/month

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee



DEADHEAD DEADHEAD PAY

	%PAY	% CREDIT	NOTES
Southwest	100	100	--
American	100	100	Based on scheduled leg length
Delta	100	100	--
United	100	100	--
Alaska	100	100	--
Hawaiian	100	50	--
Spirit	100	100	50% if traveling to or from training
JetBlue	100	100	D/H or actual, whichever is greater
FedEx	100	100	--
UPS	100	100	--

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

DEADHEAD MISCELLANEOUS

	GUARANTEED CABIN SEATS	CREW MEALS	INTERNET	NOTES
Southwest	Y*	N**	N	<p>*Standard seat in cabin for all deadheads</p> <p>**Scheduled deadheads will be provided crew meals on international flights requiring crew meal</p>
American	Y*	Y	N	<p>*For flights transoceanic international, on flights to or from Hawaii and Alaska, and south of the equator (as defined below) will be provided business class (J) or first class accommodations if the aircraft is not configured with business class. Such pilots will not be required to deadhead in economy.</p> <p>- If a pilot scheduled to deadhead to base on the last leg of a sequence chooses to deviate from the scheduled deadhead in order to deadhead to the pilot's residence or designated city, business class accommodations will be provided, if available at the time of booking. If business class is unavailable, such pilot will be booked in economy.</p> <p>- (The countries that qualify as flights south of the equator are Chile, Brazil, Argentina, Bolivia, Peru, Ecuador, Uruguay and Paraguay.)</p>
Delta	Y*	Y	N	<p>*Ocean crossing segment business class or first class if business not available (positive space); first class also for DH >5:15 to or from NRT/ HND</p> <p>- Best seat available. Duty period > 10 hrs and DH > 3:45.</p>
United	Y	Y	Y	<p>- Crew meals provided, 3 hrs or less economy plus, greater than 3 hrs business class if available if not economy plus (positive space)</p> <p>- May be upgraded at the gate if all other passengers accommodated, can be downgraded to accommodate upgrades</p> <p>- Internet/DirectTV charges reimbursed by United</p> <p>- Additional 2 hrs pay for required deadhead in a middle seat longer than 4 hrs</p>
Alaska	Y	Y	Y	<p>- 100% pay and 50% flight time credit for company-assigned deadhead.</p> <p>- Meals made available for purchase or free to passengers in FC/main cabin will be offered to pilots deadheading in the main cabin free of charge.</p> <p>- Free Internet for deadheading pilots/seating priority by rank.</p> <p>- Over 5 hrs mandatory first class seating and any segment immediately following.</p>
Hawaiian	N/A	N/A	N/A	<p>- Deadhead will be paid at 100% and credited at 50%, potentially allowing pilots to fly an additional trip</p>
JetBlue	Y	N	N	<p>- Placed in "Enhanced Coach, EML" if available</p>
Spirit	Y	N	N	<p>- 50% pay for D/H to/from training</p> <p>- May D/H on another carrier</p> <p>- Pilot may be required to operate rental vehicle.</p> <p>- Pilot will be paid 1 hr for every 2 hrs of surface D/H (based on 43 miles/hour of pay)</p>

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

AIRLINE PARTNERSHIPS DOMESTIC

	IRREGULAR OPS INTERLINE	INTERLINE	CODESHARE	CAPACITY PURCHASE AGREEMENTS
Southwest	Service interruptions only	Prohibited	Limited to inter-island Hawaii and Alaska	Prohibited
American	No restrictions	No Restrictions	Unlimited with Alaska ex Hawaii, ASM cap, hub to hub flying limit	Aircraft Limit / Seniority Floor / Departure & Block Hour limit @ Hubs / Currently outsourcing 581 aircraft
Delta	No restrictions	No Restrictions	Limited to Alaska Airlines, Hawaii, and Capacity Purchase	Hub to hub flying limit / block hour ratio limit / Currently outsourcing 471 aircraft
United	No restrictions	No Restrictions	Hub to hub flying limit / ASM ratio cap	Aircraft Limit / Block hour limit on hub to hub flying / geographical departure limit / block hour ratio with mainline aircraft / Currently outsourcing 566 aircraft
Alaska	No restrictions	No Restrictions	No Restrictions	No Restrictions

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

INTERNATIONAL

	IRREGULAR OPS INTERLINE	INTERLINE	CODESHARE	CAPACITY PURCHASE AGREEMENTS	JOINT VENTURE
Southwest	Service interruptions only	Near international small cities by PDEW limit, near international PDEW limit by destination, far international PDEW limit by geographic region	Far international PDEW, inter-island Caribbean, route authorities	Prohibited	Prohibited
American	No restrictions	No Restrictions	WACC limit on transborder flying to Canada, PDEW limit on Canadian traffic, Block Hour limit on all other international, ROIC limit	Aircraft Limit / Seniority Floor / Departure & Block Hour limit @ Hubs	Right of review. Special limit on block hours of those carriers where American holds an equity stake
Delta	No restrictions	Passenger seat/seat ratio limit on segments	Unlimited now** Reduction scheme in place.	Hub to hub flying limit / block hour ratio limit	ASM limit on Air France/KLM/Alitalia JV / block hour ratio with foreign carriers in which Delta holds equity / at least 4 weekly flights by Delta to joint venture home country
United	No restrictions	No Restrictions	ASM ratio limit / departure ratio limit / special restriction on block space agreements	Aircraft Limit / Block hour limit on hub to hub flying / geographical departure limit / block hour ratio with mainline aircraft	Block hour ratio limit / revenue ratio limit
Alaska	No restrictions	No Restrictions	No Restrictions	No Restrictions	No Restrictions

DATA SHARING	
Southwest	Quarterly review of flying changes, route profitability analysis, discussion of new partnership agreements, bi-annual review of traffic flying to third countries on Canadian airlines, ranking of international flights by route profitability: Association may request 5 routes a quarter for detailed route profitability analysis for the Company where the Association believes the Company could earn a ROIC without codesharing
American	Detailed historical and projected operating and financial information, information reasonably necessary to monitor Section 1 compliance, copies of all codeshare and joint venture agreements, listing of every flight segment flown under the companies code
Delta	Quarterly review, must meet with ALPA before entering or terminating an airline partnership, provide monthly ticket lift of all interline/codeshare passengers
United	Joint Company/Union committee will meet at least quarterly, be given advanced notice of joint venture changes, and provided with “all information necessary to monitor and enforce” Section1.
Alaska	MEC Chair has reasonable opportunity to review new agreements

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee



SCOPE PROVISIONS

	SUCCESSORSHIP MERGER PROTECTION	FRAGMENTATION TRANSFERS OF ASSETS	CHANGE OF CONTROL	CABOTAGE	ALTER EGO	SUBCONTRACTING	BOARD OF DIRECTOR SEATS
Southwest	X	X	X	X	X	X	--
American	X	X	X	X	X	X	--
Delta	X	X	X	X	X	X	Voting
United	X	X	X	X			Voting

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

FURLOUGH

	SENIORITY RETENTION	MAX. FURLOUGH PAY YEARS SERVICE = MONTHS FURLOUGH PAY	NOTES
Southwest	10 years	10 years = 4.5 months	1-3 years is 1.0 month, 3-4 years is 1.5 months, 4-5 years is 2.0 months, 6-7 is 3.0 months, 7-10 years is 3.5 months, 10 years or more is 4.5 months
American	3 years after last pilot offered recall	9 years or > = 5.5 months	Furlough protected senior to named pilot Bedrossian / Bonfield / Aikens
Delta	10 years	6 years = 6 months	71-76 seat aircraft tied directly to furlough
United	10 years	9 years = 4.5 months	71-76 seat aircraft tied directly to furlough
Alaska	LOS = 4 years	5 years = 2.5 months	- Max 10 years
Hawaiian	Not fewer than 6 years*	8 years = 4.5 months	* Length of service + 4
JetBlue	--	--	- 1 year pay if result of merger
Spirit	7 years	30 days*	* With 30-day notice

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

PILOT HUB DEPARTURES

	SWA		AA		DAL		UAL		JB		ALK	
	Airport	Flights	Airport	Flight	Airport	Flights	Airport	Flights	Airport	Flights	Airport	Flights
1	ATL	48	BOS	80	ATL	781	CLE	23	BOS	114	ANC	38
2	BWI	195	CLT	280	CVG	20	DEN	124	FLL area	135	LAX area	31
3	DAL	114	DCA area	108	DTW	161	GUM	15	JFK area	183	PDX	35
4	DEN	154	DFW	500	LAX area	81	IAD area	94	LAX area	38	SEA	137
5	HOU	144	JFK area	163	MSP	175	IAH area	231				
6	LAS	202	LAX area	140	JFK area	168	JFK area	217				
7	MCO	102	MIA area	306	SEA	38	LAX area	149				
8	MDW	212	ORD	164	SLC	96	ORD	180				
9	OAK	309	PHL	160			SEA	29				
10	PHX	157	PHX	194			SFO	164				
11			STL	17								
Total		1637		2113		1521		1226		478		242

Airport departures (per day) displayed are associated with pilot crew bases.

Data based on DOT T-100 data Jan-Aug 2014 (Mainline Departures only) divided by 243 days. Area - includes co located airports (within 75 miles). Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

PENSION CONTRIBUTIONS

	CONTRIBUTION	401(k)	NOTES
Southwest	10% + profit sharing	401(k)	Profit sharing is a qualified retirement contribution Max Company contribution to 401(k) is capped at \$27,000 (2016), \$27,500 (2017), \$28,000 (2018), \$28,500 (2019), and \$29,000 (2020)
American	16%	401(k)	- Pilot only 401(k) implementation mid-2015
Delta	15%	401(k)	--
United	16%	401(k)	--
Alaska	13.5%	401(k) (Pilots hired after 1/1/2010)	(Pilots hired before 1/1/2010) Option 1 - 1.9% multiplied by credited service multiplied by Final Average Compensation (FAC). Option 2 - 1.0% multiplied by credited service multiplied by FAC applied prospectively, effective 1/1/2010 ([sum of credited service as of 1/1/2010 multiplied by 1.9% and credited service on and after 1/1/2010 multiplied by 1.0%] multiplied by FAC), plus increased defined contribution level. Option 3 - Voluntary Soft Freeze: As of the effective date 1/1/2010, pilots hired before 1/1/2010 may voluntarily soft freeze their Defined Benefit Plan accrual and concurrently receive a Company PISP contribution of 13.5%. For purposes of computing a pilot's Defined Benefit Plan benefit, pilots who elect this option shall not receive additional credited service after 12/31/09 "Freeze Date."

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

RETIREMENT PLAN

	DEFINED CONTRIBUTION (A) PLAN		DEFINED CONTRIBUTION (B) PLAN	(C) PLAN 401(k) (DC)	401(k)	TOTAL DEFINED CONTRIBUTIONS
	A PLAN	LUMP SUM PAYOUT	CONTRIBUTION %		401(k)/ MATCHING %	
Southwest	No	No	No	0	Yes/up to 10% match	10% + profit sharing in qualified retirement account
American	Frozen	No	No	16%	Yes / None	16%
Delta	NWA Frozen/ DAL Terminated	No	Terminated (roll to 401(k) or other plan)	15%	Yes/None	15%
United	Terminated	Terminated	9% (combined C funds)	7%	Yes/None	16%
Alaska	Yes (pilots hired before 1/1/2010)	No	No	Yes, 13.5% earnings pilots hired after 1/1/2010; Pilots hired before 01/01/10 have 3 options	Yes/None	13.5% for pilots hired after 1/1/2010; pilots hired before 1/1/2010 have 3 options
JetBlue	N/A	N/A	No	8%	Yes/up to 5% match	13%
Spirit	N/A	N/A	No	0	Yes/up to 8% match	8%
FedEx	Yes FAE avg. of highest 5-year earnings x 2 x years of service	Yes	7.0%	0	Yes/50% of first \$1000	7%
UPS	Yes	No	12.0%	12% (up to the legal limit)	Yes/None	12%

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee
Terminated plans will receive PBGC benefits, Frozen Plan benefits paid by Company.

MEDICAL

	PLAN TYPE	MONTHLY PILOT CONTRIBUTIONS	DEDUCTIBLE	CO-INSURANCE IN-NETWORK OUT-OF-NETWORK	OUT OF POCKET LIMIT (OOP)	PRESCRIPTIONS
Southwest	Choice+	\$67 EE \$212 EE & Spouse \$179 EE & Children \$323 Family	In-network \$300 single/\$750 family Out of network \$1,800 single/\$4,500 family	In-network 15% Out of network 50% Preventative 0% COPAYS Telemedicine \$5 Convenience Care \$15 Office \$25 Specialist \$40 Urgent Care \$40 ER \$250	In-network \$4,300 single/\$8,600 family Out of network \$16,125 single/\$32,250 family	\$50 single/\$100 family Max \$2,050 single/\$4,100 family Generic \$10-\$30 Wal-Mart \$5-\$20 Preferred 25%(\$25-\$150) Non-Preferred 45%(\$40-\$400) Specialty 25%(\$20-\$150) Diabetic testing 0%
	Choice C	\$53 EE \$130 EE & Spouse \$115 EE & Children \$197 Family	In-network \$800 single/\$2,000 family Out of network \$2,400 single/\$6,000 family	In-network 20% Out of network 50% Preventative 0%	In-network \$4,800 single/\$9,600 family Out of network \$18,000 single/\$36,000 family	\$150 single/\$300 family Max \$2,050 single/\$4,100 family Generic 7%-10%(\$10-\$98) Wal-Mart 7%-10%(\$5-\$88) Preferred 25%(\$25-\$150) Non-Preferred 45%(\$40-\$400) Specialty 25%(\$20-\$150) Diabetic testing 0%
	HSP	\$7 EE \$13 EE & Spouse \$10 EE & Children \$15 Family	\$1,500 employee only/\$3,000 family	In-network 20% Out of network 40% Preventative 0%	In-network \$6,000 single/\$12,000 family Out of network \$8,250 single/\$16,500 family	Combined with medical deductible. After deductible 20% for all prescription drugs
	Regular	\$0 EE \$0 EE & Spouse \$0 EE & Children \$0 Family	\$200 single/\$300 family	20% Preventative, newborn well, and infertility not covered	\$2,500	Combined with medical After deductible Generic 0% Preferred, Non-Preferred, Specialty, diabetic testing 20% Infertility not covered
American	PPO	2015: Preferred - \$85.35/ee only \$221.92/ee+sp/dp, \$153.63/ee+ch, \$298.73/family.	In-network: \$800/single, \$2400/family. Out-of-network: \$3,000/single, \$9,000/family. May earn Healthmatters Rewards health incentive account (FSA) contribution of up to \$250/adult.	In-network - \$30 pilot copay for office visits, 20%/specialist. Other Expenses -20%. Out-of-network - 40% R&C.	In-network - \$2,000/single, \$5,000/family. Out-of-network \$6,000/single, \$15,000/family.	20%/generic (\$10 min/ \$40 max), 30% (\$30 min/ \$100/max)/brand (preferred), 50% (\$95 min/\$150 max)/brand (non-preferred). Mail order - 20% (\$5 min/ \$80 max)/generic, 30% (\$60 min/\$200 max)/brand (preferred), 50% (\$90 min/\$300 max)/brand (non-preferred) for 90-day supply.
Delta	PPO-DPMD	2013 - \$126/ee only, \$267/ee+sp/dp, \$212/ee+ch, \$401/family.	\$350/single, \$700/family, in-and out-of-network combined.	In-network - 80%. Out-of-network - 70% R&C.	\$2,350/single, \$4,700/family, in- and out-of-network combined. A separate \$1,000/person OOP limit applies to Rx copayments, including retail and mail order.	\$15/Tier 1, \$30/Tier 2, \$45/Tier 3, 50% (min. \$30) /Tier 4. No coverage out-of-network combined. A separate \$1,000/person OOP limit applies to Rx copayments, including retail and mail order.
United	PPO \$350	2013 - \$146.11/ee only, \$315.14/ ee+sp/dp, \$220.73/ee+ch, \$389.76/ family. Wellness credit - \$48/adult; working spouse surcharge - \$50.	In-network: \$350/single, \$1,050/family; Out-of-network \$3,000/single, \$9,000/family.	In-network - \$20/pilot copay for office visits. \$25/specialists. Other expenses - 80%. Out-of-network - 60% R&C.	In-network \$2,500/ single, \$5,000/family. Out-of-network - \$6,000/single, \$12,000/ family.	\$5/generic, \$25/brand (preferred). \$50/brand (non-preferred). Mail order - 2 1/2 x applicable retail copay for 90-day supply.
Alaska	PPO	2013 (includes dental) - \$121.12/ee only, \$242.60/ee+sp/dp, \$205.92/ ee+ch, \$327.04/family.	In-network: \$250/single, \$500/family. Out-of-network: \$350/single, \$700/family.	In-network - \$15 pilot copay for office visits. Other expenses - 80%. Out-of-network - 60% R&C. If no network available - 80% R&C.	In-network (or no network available) - \$2,000/single, \$4,000/family. Out-of-network \$3,000/single, \$6,000/family.	\$5/Tier 1, \$25/Tier 2, 50% (\$30 min/\$60 max)/Tier 3, Mail order - \$10/Tier 1, \$50/ Tier 2, 50% (\$60 min/\$120 max)/Tier 3 for 90-day supply. No coverage out-of-network.
FedEx	PPO	2013 - \$59.16/ee only, \$165.08/ee+sp, \$138.94/ee+ch, \$226.98/family.	In-network: none. Out-of-network: \$250/single, \$750/family.	In-network: 100% after \$20 pilot copay for office visits, \$40/ specialists. Out-of-network: 70% R&C. Separate pilot copay of \$150/hospital admission and \$50/outpatient surgery, in- and out-of-network.	In-network: N/A. Out-of-network: \$3,250/single, \$9,750/family.	\$7.50/generic, \$35/brand (preferred), \$55/brand (non-preferred). Out-of-network - 50%, but not less than applicable in-network copay. Mail order - \$7.50/generic, \$65/brand (preferred), \$115/brand (non-preferred) for 90-day supply.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

DENTAL

	PLAN TYPE	ADMINISTRATOR	MONTHLY PILOT CONTRIBUTIONS	DEDUCTIBLE	CO-INSURANCE IN-NETWORK/OUT OF NETWORK	MAXIMUM BENEFIT/PERSON
Southwest	Basic	Delta Dental	EE \$1 EE & Spouse \$3 EE & Children \$3 Family \$5	\$50 per person	Preventative 100% Sealants not covered Basic 75% Major 60% Special 80% Ortho 60% (\$1,500 per person lifetime max)	\$1,500
	Optional	Delta Dental	EE 10\$ EE & Spouse \$26 EE & Children \$30 Family \$42	\$50 per person	Preventative 100% Sealants 100% Basic 80% Major 80% Special 80% Ortho 80% (\$2,000 per person lifetime max)	\$2,000
	Regular	Delta Dental	\$0	\$50 per person	Preventative 100% Sealants not covered Basic 75% Major 60% Special 80% Ortho 60% (\$1,000 per person lifetime max)	\$1,000
American	Indemnity (PPO overlay)	--	Sealants not covered	\$50/person	Plan 1: Class I, II and III - 80% R&C, Ortho - 50% R&C (ch only). Plan 2: Class I - 80% R&C, Class II and III - 50% R&C. Ortho - 50% R&C (ch only). Plan 3 - Class I, II, III - 80%, Ortho 50%	Plan1&2- Class I, II and III combined - \$1,000/year. Ortho - \$1,000/lifetime. Plan 3 - \$1,500 Ortho - \$1,500
Delta	PPO	MetLife; Delta Dental (VEBA) for DPMP	Basic 75%	Preventive - none. Comp and DeCare - \$60/single, \$240/family; waived for Class I. DMPM - \$50/single, \$125/family, waived for Class I and ortho.	Preventive: 100%. Comp: Class I - 100%, Class II - 70%, Class III and Ortho - 50%. DeCare: Class I - 100%, Class II - 80%, Class III and Ortho - 50%. DPMP: Class I - 90%, Class II - 80%, Class III - 60%, Ortho - 50%. No benefits out-of-network in DeCare. Out-of-network benefits in all plans based on R&C.	Preventive - \$200/year. Comp and DMPM - \$2,000/year. Ortho - \$3,000/lifetime. DeCare - \$2,500/year. Ortho - \$3,000/lifetime.
United	DHMO	Aetna	Major 60% Special 80%	None	Class I and II - 100%, Class III and Ortho - 50%. No benefits out-of-network.	None
Alaska	PPO	Delta Dental	Ortho 60% (\$1,000 per person lifetime max)	\$1,000	80% all classes, including Ortho.	Class I, II and III combined - \$1,750/year. Ortho - \$2,000/lifetime.
FedEx	Indemnity	VEBA/ MetLife	2013: Base Plan - \$4.13/ee only, \$17.89/ee+sp, \$16.50/ee+ch, \$19.26/family. Buy-Up - \$6.89/ee only, \$22.02/ee+sp, \$20.64/ee+ch, \$26.15/family.	Base Plan - \$100/single, \$300/family. Buy-Up Plan - \$50/single, \$100/family.	Base Plan - Class I and II - 80% R&C, Class III - 75% R&C, Ortho - 50% R&C. Buy-Up Plan - Class I - 90% R&C, Class II and III - 80% R&C, Ortho - 50% R&C.	\$2,750/person/year, maximum \$30,000/ lifetime (includes ortho).

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

VISION

	PLAN	BENEFIT
Southwest	Vision	<p>In-network cost (you pay) Exam \$10 Copay Standard Contact up to \$40 Premium Contact 90% of retail Retinal Imaging Up to \$39 Frames \$0 Copay (\$130 max) and 20% over \$130 Lens - single vision, bifocal, trifocal \$10 Copay Lens - standard progressive \$75 Lens - premium progressive \$95-\$120 Lens - other premium progressive \$75 Copay (80% less than \$120) Lenticular \$10 Copay UV \$15, tint \$15, scratch coat \$0, poly \$0, standard anti-reflective \$45, premium anti-reflective \$57-68, other premium anti-reflective 80% of charge, transitions \$75, polarized 80% of retail price Contact conventional \$0 Copay, \$150 max, 15% over \$150, disposable \$0 Copay, \$150 max, medical necessary \$0 Copay Laser 15% off retail</p> <p>Out-of-network (SWA pays) Exam up to \$40 Frames up to \$45 Lens - single vision up to \$40, bifocal up to \$60, trifocal up to \$80 Lens - standard progressive up to \$60 Lens - other premium progressive up to \$60 Lenticular up to \$80 Scratch coat up to \$8, poly up to \$20 Contact conventional up to \$150, contact disposable up to \$150, medical necessary up to \$210</p>
American	Vision	<ul style="list-style-type: none"> - In-network pilot copayment - \$10/annual exam; \$25/lenses or contacts annually; frames - \$130 frame allowance every 24 months. - Out-of-network benefits - \$40/exam; lenses - \$40/single, \$60/bifocal, \$80/trifocal & lenticular; \$45/frames; \$150/contacts (\$210 if medically necessary). - Pilot monthly contribution 2015 - \$5.84/ee only, \$11.31/ee+sp/dp, \$11.10/ee+ch, \$15.87/family.
Delta	Vision	<ul style="list-style-type: none"> - In-network: Pilot copayment - \$10/exam, \$15/lenses every 12 months. Davis Vision Collection frames covered in full every other year. Allowance for other supplies - \$120/frames (plus 20% discount on excess), \$105/contacts (plus 15% discount on excess) every 12 months. 15% discount on providers' professional services. - Out-of-network benefit: \$30/exam; \$30/frames; lenses - \$25/single vision, \$35/bifocal, \$45/trifocal, \$60/lenticular; \$75/elective contacts; \$225/medically-necessary contacts. - Pilot monthly contribution 2013 - \$6.38/ee only, \$11.48/ee + sp/dp, \$12.12/ee + ch, \$19.13/family. COBRA - add 2%.
United	Vision	<ul style="list-style-type: none"> - VSP: In-network pilot copayment - \$10/annual exam; \$20/lenses or contacts (medically necessary; \$150 allowance otherwise) annually. \$130 allowance/frames, plus 20% discount off excess/frames every other year. - Out-of-network benefit: \$50/exam; lenses - \$50/single vision, \$75/bifocals & progressives, \$100/trifocal, \$125/lenticular; \$130/frames; \$105/contacts (\$210 if medically necessary). VSP Plus - Same general benefits, except frames covered annually, and allowance for frames/contacts increased to \$175. Superior Vision: In-network - exam & basic lenses covered in full annually; \$125 allowance, plus 20% discount on excess/frames every other year; \$200 allowance for contacts annually (100% if medically necessary). Out-of-network benefit: \$37-\$42/exam (based on dr. used); lenses - \$32/single vision, \$46/bifocals, \$61/trifocal & progressive, \$84/lenticular; \$68/frames; \$150/contacts (\$210 if medically necessary). - 2013 pilot contribution: VSP - \$9.01/ee only, \$15.39/ee+sp/dp, \$15.78/ee+ch, \$24.99/family. VSP Plus - \$11.32/ee only, \$17.67/ee+sp/dp, \$21.18/ee+ch, \$28.32/family. Superior Vision - \$7.60/ee only, \$15.30/ee+sp/dp, \$12.50/ee+ch, \$21.40/family. COBRA - add 2%.
Alaska	Vision	<ul style="list-style-type: none"> - In-network pilot copayment - \$20/exam and \$20/lenses every 12 months; allowance for other supplies - \$150/frames every 24 months + 20% off excess; \$75/contacts every 12 months. Out-of-network benefit - \$45/annual exam; lenses - \$25/single vision, \$45/bifocal, \$61/trifocal; \$90/frames; \$45/contacts. Cost of coverage included in contribution for medical coverage.
FedEx	Vision	<ul style="list-style-type: none"> - In-network pilot copayment - \$0/annual exam; \$15/lenses every 12 months; \$15/frames every 24 months, max. \$115 benefit. Allowance for other services - \$110/contacts. - Out-of-network benefit - \$50/exam; \$120/frames; lenses - \$35/single vision, \$50/bifocals, \$65/trifocals, \$90/lenticular; \$135/contacts. - Pilot monthly contribution 2013 - \$2.76/ee only, \$5.50/ee+sp or ee+ch, \$8.26/family. 2013 COBRA - \$7.62/ee only, \$11.00/ee+sp/dp, \$11.32/ee+ch, \$13.03/family.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

LIFE INSURANCE BASIC

	PLAN TYPE	PILOT COVERAGE	SPOUSAL COVERAGE	CHILD COVERAGE	MONTHLY PILOT COST
Southwest	Basic life	\$50,000	None	None	None
American	Basic Life	\$70,000; additional \$105,000 payable if pilot dies prior to age 50 or after age 50 with no spouse (or married less than 12 months prior to death)	N/A	N/A	None
Delta	Basic Life	\$637,000 (2013, increasing to \$656,000 in 2014 and \$676,000 in 2015), with option to decrease to \$50,000, \$200,000, \$300,000, \$400,000 or \$500,000	N/A	N/A	None
United	Basic Life	Hourly rate x 1,026, minimum \$100,000	\$5,000; domestic partner (same sex only) also eligible	\$1,000/ child	None
Alaska	Basic Life	\$150,000	N/A	N/A	None
FedEx	Basic Life	\$800,000. Pilots may reduce coverage amount to \$300,000, \$400,000 or \$500,000 to reduce imputed income	N/A	N/A	None

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

OPTIONAL

	PLAN TYPE	PILOT COVERAGE	SPOUSAL COVERAGE	CHILD COVERAGE	MONTHLY PILOT COST
Southwest	Optional Life	Up to 10x base pay	\$10,000, \$20,000, \$50,000, \$100,000, \$150,000, \$250,000	\$10,000 for \$0.50 per month \$20,000 for \$1.00 per month	Employee per \$1,000 of coverage 25-29 (\$.023), 30-44 (\$.028), 45-49 (\$.051), 50-54 (\$.079), 55-59 (\$.147), 60-64 (\$.255), and 65-69 (\$.493) Spouse per \$1,000 of coverage 25-29 (\$.04), 30-44 (\$.05), 45-49 (\$.09), 50-54 (\$.14), 55-59 (\$.26), 60-64 (\$.45), and 65-69 (\$.87)
American	Optional Life	Choice of amount equal to 1/2 x (up to \$35,000), 1 x (up to \$70,000), 1.5 x (up to \$105,000) x Basic Life amount, \$200,000, \$400,000, \$600,000, \$800,000, \$1,000,000	\$25,000, \$50,000 or \$100,000	\$15,000	- Age-rated/\$1,000: Pilots: 16-24 \$0.029 25-29 \$0.039; 30-34 \$0.049; 35-39 \$0.049; 40 - 44 \$0.088; 45 - 49 \$0.147; 50 - 54 \$0.216; 55 - 59 \$0.392; 60 - 64 \$0.598; 65+ \$1.068 Spouse: 16-24 \$0.029; 25-29 \$0.039; 30-34 \$0.049; 35-39 \$0.049; 40-44 \$0.088; 45-49 \$0.147; 50-54 \$0.216; 55-59 \$0.392; 60-64 \$0.598; 65+ \$1.068 Child: \$2.71
Delta	Optional Life	Up to \$1,500,000	Up to \$250,000. Same-sex domestic partners eligible	Up to \$20,000 otherwise eligible children of domestic partners eligible	- Pilot (Active) only: age-rated/\$1,000 (non-tobacco/tobacco): Under 30 \$0.033/\$0.043; 30-34 \$0.040/\$0.050; 35-39 \$0.049/\$0.059; 40-44 \$0.054/\$0.064; 45-49 \$0.078/\$0.098; 50-54 \$0.118/\$0.148; 55-59 \$0.217/\$0.267; 60+ \$0.277/\$0.347 - Spouse: \$0.136/\$1,000 (non-tobacco); \$0.166/\$1,000 (tobacco) - Spouse/Retiree: \$0.378/\$1,000 (non-tobacco); \$0.468/\$1,000 (tobacco) Dependents: \$0.055/\$1,000
United	Optional Life	Group Variable Universal Life: 1-14 x salary (book rate) in term insurance, max. \$2,000,000, in increments of 1/2 x salary. Evidence of insurability required for amounts over \$600,000. Optional side fund available for investment of after-tax dollars, as limited by law. Interest earnings are tax deferred until withdrawn.	From \$10,000 to \$500,000 in \$10,000 increments; available to domestic partners	\$10,000/child through age 22 provided either pilot or spouse maintains coverage	- Age-rated/\$1,000. 2008 (non-smoker/smoker): Under 30 \$.021/\$.022; 30-35 \$0.030/\$0.036; 36-40 \$0.037/\$0.043; 41-45 \$0.063/\$0.072; 46-50 \$0.095/\$0.109; 51-55 \$0.154/\$0.181; 56-60 \$0.237/\$0.276; 61-65 \$0.350/\$0.385; 66-70 \$0.446/\$0.480; 71 \$0.764/\$0.925
Alaska	Optional Life	Up to \$300,000 in \$25,000 increments	Up to \$50,000 in \$12,500 increments, limited to 1/2 of the optional life coverage purchased by pilot	\$10,000	- Age-rated/\$1,000: Under 30, \$0.029; 30-34 \$0.035; 35-39 \$0.044; 40- 44 \$0.07; 45-49 \$0.104; 50-54 \$0.157; 55-59 \$0.253; 60-64 \$0.343; 65-69, \$0.526
FedEx	Optional Life	Increments of \$100,000 to lesser of \$1 million or 10 x compensation	\$25,000	Birth - 6 months: \$1,000; 6 months and over: \$5,000	- Pilot: age-rated/\$1,000 in 5-year brackets from \$0.03 < age 25 to \$1.65 at age 70 - Spouse: age-rated/\$1,000 in 5-year brackets from \$2.49 < age 40 to \$38.66 at age 70

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

DISABILITY SHORT TERM

	PLAN TYPE	DEFINITION OF DISABILITY	WAITING PERIOD	BENEFIT	BENEFIT PERIOD	PILOT COST	BENEFIT OFFSETS
Southwest	Pilot Mutual Aid (SWAPA Sponsored)	Inability to perform one or more essential duties of occupation	30-days or exhaustion of sick time	\$6,000 per month	18 months	\$16 per check	Sick leave from 47.5 to 105 TFP may be used to supplement benefit
American	Short Term Disability	Unable to perform major duties of own occupation	8 days or exhaustion of sick leave if later	\$50/week	26 weeks	None	--
Delta	Short Term Disability	Inability to perform own occupation	7 days	50% x weekly pay based on highest consecutive 12 months of the last 36, coordinated with sick pay and Mutual Aid	26 weeks	None	Workers' Comp payments received or due; state disability benefits received or due; retirement benefits received from the DAL or NWA pension plans
United	Short Term Disability	No plan	--	--	--	--	--
Alaska	Short Term Disability	Inability to perform own occupation	None for accident; 3 days or exhaustion of sick leave, if later, for illness	40% x weekly earnings up to \$1,000/week. Additional 20% x weekly earnings up to \$500/week may be purchased	26 weeks	\$26/mo. for 20% buy-up only	Any compensation from the company, any group insurance coverage; any individual disability policies toward which any employer made a contribution; any pension plan to which any employer contributed; any federal, state or other governmental disability or retirement plan; auto no fault wage replacement benefits to the extent required by law; disability benefits under any group mortgage or group credit disability plan; disability payments resulting from the act or omission of any person whose actions caused the disability

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee

LONG TERM (PAGE 1)

	PLAN TYPE	DEFINITION OF DISABILITY	WAITING PERIOD	BENEFIT	BENEFIT PERIOD	PILOT COST	BENEFIT OFFSETS
Southwest	Loss of License (LOL) SWA	Inability to perform one or more essential duties of occupation	6 months or exhaustion of sick leave or artificial last day paid (whichever occurs first)	60% of pre-disability income up to \$11,500 Pilot may pay income tax in advance to receive a tax free benefit. Up to 18 total months of LOL for alcohol/chemical and mental health issues.	60 month minimum After 10 years of service, pays additional 1 year for every 2 years of service	\$0 or to prepay income tax, pilots pay 2.12% x income (\$230,000 max) x tax rate	LTD supplements \$1,000 per month until the end of LOL benefit period
	Long Term Disability SWAPA	Inability to perform one or more essential duties of occupation	6 months	66 and 2/3 of pre-disability income up to \$12,500 LTD will pay \$1,000 until end of LOL	Up to age 65	1.09% x income (\$18,750 max)	LOL is primary benefit until end of benefit period

LONG TERM (PAGE 2)

	PLAN TYPE	DEFINITION OF DISABILITY	WAITING PERIOD	BENEFIT	BENEFIT PERIOD	PILOT COST	BENEFIT OFFSETS
American	Long Term Disability (Effective for disabilities occurring on or after Oct. 1, 2012. Disabilities incurred in a prior period covered under terms of prior plan(s))	An illness or injury, verified by corporate medical director, that renders the participant unable to continue in the service of the employer as an airline pilot.	Later of expiration of sick and vacation or 90 days after occurrence of disability Note: Pilots on Long Term Sick may designate the number of hrs to be paid each month between the low end of line construction window and their IMAX. Additionally they may choose the number of hrs to use prior to beginning LTD.	60% x average monthly compensation for previous 12 months (or highest calendar year of the previous 5 years, if greater), max. benefit of \$8,000/month (less offsets)	For first 24 months: Pilot unable to perform the duties of his occupation. On and after 24 months: Pilot's inability to earn 80% of his predisability pay. The earlier of commencement of retirement benefits or attainment of normal retirement age under the retirement program. Benefits limited to 24 months/lifetime (including sick time and/or disability benefits) for disabilities related to chemical dependency and/or mental or nervous conditions. Benefits suspended during periods of furlough or in the event the pilot works for the Company in a capacity other than as a pilot. All payments stop at FAA- mandatory retirement age.	None	For first 48 months: Worker's Compensation, State Disability, Social Security Disability Income benefits (family) 48 months and after: add to offset above Earned Income
Delta	Long Term Disability	Inability to exercise First Class Medical Certificate as a result of injury, illness or disease, or Company determines that he does not meet the FAA standards for the issuance of a medical certificate. A recovered pilot who is unable to return to active status because his medical certificate application is pending may continue to receive benefits, even if not under a physician's care, provided he has made the required disclosures in good faith and on a timely basis.	26 weeks	50% x FAE	FAA-mandatory retirement age, limited to 30 months/event, 54 months/lifetime for disabilities related to Mental Health Substance Abuse (MHSA). Running of the 30/54-month limits suspended during any period the pilot is also disabled for a physical cause. Benefits continue during periods of furlough.	None	Retirement benefits paid from the qualified defined benefit plan, the nonqualified Bridge and Supplemental Annuity Plans and the Western Pilots D-Plan. For disability event dates after 11/11/04, also offset by annuity equivalent of the DC plan when first distributed, or age 62 if earlier. For pilots disabled after 6/1/2006, and pilots previously on disability who are still on the seniority list as of 6/1/2006, the following offsets will also apply: Workers' Compensation, state disability income benefits (whether or not claimed), and income from other employment that exceeds the pre- offset disability benefit payable. In the event of termination of the qualified or nonqualified defined benefit plans, the DB plan offset will be calculated based on the amount of retirement benefit that would have been paid had the plan not been terminated rather than the amount actually paid. Once the amount of the offset is calculated, it will be frozen.
United	Long Term Disability	Effective 12/18/12, ineligibility to exercise the privileges of the Required Medical Certificate, as the result of an injury or medical condition, including natural deterioration.	Later of 90 days or exhaustion of sick leave to 120 hours, waived for special benefits payable for disabilities attributable to drug, alcohol or substance abuse if pilot participates in the HIMS/ EAP treatment program. Exhaustion of additional sick leave at pilot's discretion. Occupational - 60 days or, at pilot's discretion, exhaustion of sick leave, if later.	50% x monthly earning, max \$8,000/month (after offsets)	To mandatory retirement age, limited to 12 months/lifetime for disabilities related to alcohol or substance abuse. In the case of a pilot obtaining his medical certificate, benefits continue until the earlier of commencement of training or 15 days following the date the required medical certificate is regained. Benefits cease upon furlough or termination of employment.	35% of cost. 2013 - pilot pays 1.38% of hourly rate (based on 85.5 hrs./mo.), company pays 2.58% (income imputed). Compensation considered is limited to \$16,000/month.	State disability or disability benefits under another employer- sponsored plan which are paid or payable; SSDI receive by pilot (excluding family benefits and subsequent changes to benefit unless the result of a determination error); sick pay paid by any Employer; any compensation (other than vacation and amounts under LOA 24) paid directly or indirectly by any Employer.
Alaska	Long Term Disability	Inability to perform own occupation because of mental or physical impairment (including loss of license), including transfer to non-member position or seat change.	6 months	50% of last full 12 months of eligible compensation. Credited service accruals continue while on disability for DB plan participants electing status quo and rebalance options. Applicable Company DC contributions continue during disability for DB plan participants electing the rebalance or voluntary soft freeze options as well as for new hires.	To age 65. If pilot disables prior to normal retirement eligibility, then upon eligibility, pilot will be given the choice to receive normal retirement benefits, including his lump sum, or continue on disability retirement/LTD to age 65. Pilot must return to work for at least 365 days before age 65 to be eligible to receive his lump sum. In no event, however, will the normal retirement benefit be greater than the disability retirement benefit unless the pilot's accrued normal retirement benefit as of the date of disability was greater than the disability retirement benefit.	None	Other income paid by the Company, not including vacation pay, grievance settlements/awards, profit sharing, imputed income or PISP contributions in excess of qualified plan limits.

RETIREE MEDICAL

	PLAN TYPE	ELIGIBILITY	BENEFIT	MONTHLY PILOT COST
Southwest	Pre-Medicare Medical	Pilots retiring from 55-60 with 15 years of service can sell unused sick for own medical Pilots retiring after age 60 can sell unused sick for spouse and dependent medical	Choice Plan C	10 trips in sick bank for every 1 month of coverage
American	Pre- Medicare Medical	Age 50 with 10 y/s	Option 1: Standard - (lowest deductibles); benefits limited to \$300,000/lifetime (or remainder of active medical maximum, if less) through age 65. Option 2: Value - \$1 Million LTM through age 65.	2015 Option 1: Employee Only \$1,042 Employee + 1 \$2,084 Employee + 2 \$3,126 2015 Option 2: Employee Only \$1,576 Employee + 1 \$3,152 Employee + 2 \$4,728
Delta	Pre- Medicare Medical	Normal (age 60) and early retirees (age 50+), and dependents per active pilot dependent eligibility	Choice of same plans as actives until age 65, or DPMP until Medicare eligibility.	- NR: 100% of the retiree premium (based on pool of retirees only), or 51% of DPMP retiree premium. Pilots electing COBRA may opt back in after expiration. - ER: 100% of retiree premium to age 60, thereafter, until age 65, 51% of DPMP retiree premium or 100% of premium for other plans. - 2013 retiree monthly premium (100%): DPMP & DPMP OOA \$717.44/ea, ret+sp, \$390.92/ch. Gold HRA & OOA \$792.55/ea, ret+sp, \$279.02/ch. Silver HRA \$691.52/ea, ret+sp, \$236.83/ch. Diamond HSA \$790.62/ea, ret+sp, \$252.44/ch. Ruby HSA \$371.64/ea, ret+sp, \$221.26/ch. - Dental: Preventive \$11.41/ea, ret+sp, \$21.41/ch. Comp & DeCare Dental \$37.66/ea, ret+sp, \$47.72/ch. - DPMP Comp: \$38.60/ea, ret+sp, \$48.93/ch. DPMP \$42.70/ea, ret+sp, \$51.35/ch. - Vision: \$6.38/ea, retiree & sp, \$5.74/ch. - N/A; funded during active employment with \$1/hour of pilot pay. - Contributions that cannot be made to pilots' DC plan due to 415(c) and/or 401(a)(17), and contributions attributable to forfeited vacation will also be contributed to pilot's RHA.
United	Retiree Health Account (RHA)	Normal	Balance of individual RHA account, funded during active employment, to be used for reimbursement of eligible medical expenses of the pilot and eligible dependents.	- N/A; funded during active employment with \$1/hour of pilot pay. - Contributions that cannot be made to pilots' DC plan due to 415(c) and/or 401(a)(17), and contributions attributable to forfeited vacation will also be contributed to pilot's RHA.
Alaska	Pre- Medicare Medical	Age 45 with 60 months of service (including periods while on LTD), and dependents per active pilot dependent eligibility. Upon pilot's Medicare eligibility, dependents may continue until the earlier of (1) 65 months, or (2) date spouse reaches age of Medicare-eligibility, or (3) the date spouse becomes covered under another plan without pre-existing condition limits. If spouse's other coverage contains preexisting condition limits, plan may be continued and will pay as secondary until preexisting condition limitation period ends.	Same plan as actives until Medicare eligibility.	50% of group rate. - 2013 pilot contributions: PPO: Med only \$274.84/ee only, \$549.67/ee+sp, \$467.23/ee + ch, \$742.07/family. - Med/Den: \$300.38/ee only, \$600.78/ee+sp, \$510.66/ee+ch, \$811.05/family. - Med/Den/Vis: \$302.80/ee only, \$605.62/ee+sp, \$514.79/ee+ch, \$817.58/family. - Med/Vis: \$277.26/ee only, \$554.51/ee+sp, \$471.36/ee+ch, \$748.60/family. - HDHP/HSA: Med only \$231.08/ee only, \$460.31/ee+sp, \$384.62/ee+ch, \$636.89/family. - Med/Den: \$256.62/ee only, \$511.42/ee+sp, \$428.05/ee+ch, \$705.87/family. - Med/Den/Vis: \$259.04/ee only, \$516.26/ee+sp, \$432.18/ee+ch, \$712.40/family. - Med/Vis: \$233.50/ee only, \$465.15/ee+sp, \$388.75/ee+ch, \$643.42/family.
FedEx	Pre- Medicare Medical	All retirees age 55 or older, with 10 y/s if hired before 1/1/88 or 20 y/s if hired on or after 1/1/88, or age 60 with at least 5 years continuous service prior to age 60, and dependents per active pilot dependent eligibility.	Same plans as actives, plus High Deductible Plan option, until Medicare eligibility. Lifetime max on benefits applies in High Deductible Plan.	2013: Base Plan \$363/ee, \$377/sp, \$45/ch. Buy-Up Plan - \$397/ee, \$412/sp, \$55/ch. High Ded Plan \$104/ee, \$108/sp, \$25/ch (HMOs available). Dental Base \$31/ee or sp each, \$23/ch only. Dental Buy-Up \$39/ee or sp each, \$30/ch only. Vision \$8/ee, \$13/sp, \$14/ch. Rates combined as appropriate. \$25,000 deposited to VEBA for pilots with a seniority number on 8/25/06, age 53 before 1/1/07, and expected to meet eligibility requirements for retiree health. HRA access at later of age 59 or retirement. - COBRA 2013 Base Plan \$789.94/ee, sp/dp or ch only, \$1,579.88/family. - Buy-up Plan \$824.62/ee, sp/dp or ch only, \$1,649.24/family. - High Ded Plan \$545.73/ee, sp/dp or ch only, \$1,091.46/family. - Dental Base \$51.18/ee, sp/dp or ch only, \$102.363/family. - Dental Buy-up \$58.85/ee, sp/dp or ch only, \$117.72/family. -Vision \$9.18/ee, sp/dp or ch only, \$20.40/family.

Source: Other Airline CBAs as of Sept. 1, 2015, SWAPA Negotiating Committee



SOUTHWEST AIRLINES PILOTS' ASSOCIATION

CONTRACT COMPARISON

SEPTEMBER 2015

Tentative Agreement Edition