

## Section 5 Compensation - PFE

### A. Hourly Flight Pay

1. A PFE will receive hourly flight pay based on his status and longevity with the Company as follows. Rate of pay is by seat and is equipment specific, **as set forth below.**
2. The following are the Amerijet pay scales for the term of this Agreement.
3. The pay scale below shall be in effect from the effective date of this CBA beginning the first full pay period **following ratification. Thereafter the pay scale shall be adjusted upward by 3% on each year anniversary (full bid period) of the effective date (see attachment A).**

Year	PFE
1	80.24
2	85.40
3	89.76
4	91.66
5	94.40
6	97.13
7	101.25
8	104.81
9	106.86
10	109.40
11	113.92
12	118.17
13	120.74
14	123.98
15	128.23

4. **If the Company elects to introduce equipment less than 100,000 pounds maximum certificated takeoff weight, the Company may set the pay scale for crewmembers for such aircraft in its sole discretion.**

## B. Guarantee

1. Per Pay Period - All PFEs who hold bidding privileges shall receive for that 28 day pay period a minimum guarantee of sixty (60) hours pay, except as specifically modified elsewhere in this Agreement. Amerijet has 13 pay periods in a year.
2. Per Duty Assignment - PFEs will receive a minimum of 3.0 hours pay towards their Guarantee for each duty period they are assigned to fulfill.

## C. Calculation of Pay Time

1. All calculations will either be applied towards guarantee or towards overage as applicable.
2. Block hours for pay purposes will be the greater of scheduled or actual block time for each flight flown or credited.
3. PFEs will be paid the greatest of four separate pay calculations per trip. The pay credits generated on each trip will be applied towards their guarantee, unless their trip was conducted beyond scheduled working or rest periods. In such cases, the percentage of an awarded rig that occurred outside of a scheduled working or rest period will be paid as overage, regardless of the credit towards guarantee for the given month (otherwise known as Instant Overage).
4. Any flight pay earned for a trip that begins in one pay period but ends in the next pay period will be paid in each pay period on a pro rata basis based upon midnight Zulu of the last day in a pay period.

D. Explanation of Rig Calculations:

1. Minimum Pay- The minimum pay credit for any trip shall be 3.0 hours.
2. Block hours for pay purposes will be the greater of scheduled or actual block time for each flight flown or credited.
3. Duty Rig- A PFE will be credited with a minimum of one (1) hour of flight pay for each one hour and forty-five minutes (1.75 hours) on duty (prorated for partial hours on duty).
4. Trip Rig- A PFE will be credited with a minimum of one (1) hour of flight pay for each four (4) hours spent on a trip or away from a domicile (prorated for partial hours).

E. Day off Pay

1. Incentive Pay Day - A PFE who volunteers for an IPD on a day off and is awarded an assignment by crew scheduling will be paid in addition to his monthly guarantee. PFEs listing themselves for IPD's are volunteers until assigned a duty period by Crew Scheduling.
2. Involuntary Duty
  - a. A PFE who is junior assigned (drafted) and reports to fly or deadhead on a day(s) off will be paid in addition to his minimum monthly guarantee.
  - b. A PFE who is required to report for required (organized and planned) company meetings will be pay credited (1) one hour credit for (2) two hours of meetings up to a maximum of 3.0 hours towards guarantee and will be paid on a pro rata basis.

F. Cancellation Pay

1. If a PFE's assignment (including training events) is cancelled either before reporting or after reporting, he shall receive the minimum pay of 3.0 hours pay credit for the trip providing he remains available for the recovery period as described in this agreement

2. A PFEs scheduled for multiple duty periods during the same trip (multi day trip) that are cancelled must remain available during those assigned duty times on a reserve basis. Each duty period shall pay the minimum of 3.0 hours towards guarantee.

G. **Deadhead Pay**

1. PFEs will receive deadhead pay equal to one hour of pay credit for every two hours of deadhead time up to a maximum of 3.0 hour of pay per event (origin to destination) towards guarantee.
2. Deadhead time shall be calculated from one hour prior to scheduled departure time until 30 mins after scheduled arrival time.
3. Deadhead pay will be paid in addition to the applicable Rig calculation for time away from domicile.

H. **Training Pay**

1. Pay for attending simulator training for active PFEs (those currently flying the line) shall be 3.0 hours per course towards guarantee.
2. Active PFEs in ground school shall be compensated one hour of pay credit for every 2.0 hours of duty up to a maximum of 3.0 hours per course (day) towards guarantee.
3. Support PFE Pay - pay for attending simulator training for active PFEs (those currently flying the line) shall be 3.0 hours per course towards guarantee.
4. Simulator Training Periods (course) consist of up to 4.0 hours of training.

I. **Special Qualifications Pay**

1. PFEs conducting Check Airman, Group II N.R.F.O. (as defined in the NRFO manual), and parabolic flight operations shall be paid ten dollars (\$10) above his applicable flight rate for each hour flown or credited while performing such duties. PFEs are responsible for submitting for this additional pay via CrewNet.

J. Instructor Pay

1. Pay for teaching simulator training shall be compensated one hour of pay credit for every two hours of duty up to a maximum of 3.0 hours per course (day) towards guarantee.
2. Pay for teaching ground school, or classroom courses will be compensated one hour of pay credit for every 2.0 hours of instruction up to 3.0 hours towards guarantee.

K. Out of Status Flying

1. No PFE may perform the duties of a PFE on a revenue flight.

L. International Override

1. In addition to any pay credit generated by a trip, a PFE will receive a premium of three dollars (\$3.00) for each block hour actually flown on an international flight.
2. The international override will be automatically paid on top of guarantee.

M. Paychecks and Queries

1. PFEs are paid on a bi-weekly basis. Each paycheck will contain thirty (30) hours of pay reflecting the prorated guarantee, unless the PFE is not eligible for guarantee. Hours flown or credited above the guarantee, and any additional earnings will be included in the overage pay check. The overage pay is the second pay check associated with each bid period.
2. The Company will respond in writing to written payroll queries submitted by PFEs within five (5) working days of receipt. Any moneys owing to the PFE will be paid in the next guarantee check once the dispute in question is settled. Guarantee checks are the first pay check of each bid period.

N. Expense Allowance

1. A PFE will receive an expense allowance (per diem) of \$3.00 per hour pro rata for partial hours, while he is away from his permanent domicile beginning at ASON and ending at ASOFF.

## O. FAR Limits

A PFE who is unavailable to fly because of reaching an FAR limit will continue to receive the minimum guarantee (per duty and period), unless they have reached such limits as a result of commercial flying outside of Amerijet. In such a case, the PFE will not receive any minimum guarantee and only be paid for time flown when available.

## P. Absence

1. Approved Absence - an absence from a rostered duty that is previously approved by crew scheduling will result in a 3.0 hour deduction from guarantee.
2. Unapproved Absence- an absence from a rostered duty that is not previously approved by crew scheduling will result in a 6.0 hour deduction from guarantee.
3. Leaves of Absence - PFEs on an approved leave of absence will be removed from guarantee.
4. Any PFE who is not available to fly for at least fifty percent of their rostered duties that is not covered by sick or vacation pay will be removed from guarantee for the period.

Q. Payroll Calculation:

The payroll formula for computing time earned towards guarantee and time earned towards overage, although somewhat complex looking is very simple. The formula allows the PFE to earn time towards overage for all duties outside of an RDP, regardless of the duty they are actually performing. This allows for a fair allotment of overage pay when a PFE works outside of a scheduled period (regardless of their actual duty) and is considered a win/win for the company and the employee. The formula is as follows:

X= Total Duty Time (ASON to ASOFF (irrelevant of domicile) outside of RDP (16 Hour window from Rostered Sign On [RSON])

Y = Total Rest Time outside of Planned Overnight/Layover Rest Period or RDP.

A= Sum of X and Y (Total time outside of Rostered Periods)

B = Total actual time away from Base. ASON at Domicile to ASOFF at Domicile

C = Overage Percentage

D = Highest Rig Value

E = Amount towards Overage

F = Amount towards Guarantee

$$X + Y = A$$

$$A / B = C$$

$$C \times D = E$$

$$D - E = F$$

Attachment A  
Hourly Rates of Pay by Year and Equipment – PFE

Effective November 2016		
Year	PFE	
1		80.24
2		85.40
3		89.76
4		91.66
5		94.40
6		97.13
7		101.25
8		104.81
9		106.86
10		109.40
11		113.92
12		118.17
13		120.74
14		123.98
15		128.23

Effective November 2017		
Year	PFE	
1		82.65
2		87.96
3		92.45
4		94.41
5		97.23
6		100.04
7		104.29
8		107.95
9		110.07
10		112.68
11		117.34
12		121.72
13		124.36
14		127.70
15		132.08

Effective November 2018		
Year	PFE	
1		85.13
2		90.60
3		95.23
4		97.24
5		100.15
6		103.05
7		107.42
8		111.19
9		113.37
10		116.06
11		120.86
12		125.37
13		128.09
14		131.53
15		136.04

Effective November 2019		
Year	PFE	
1		87.68
2		93.32
3		98.08
4		100.16
5		103.15
6		106.14
7		110.64
8		114.53
9		116.77
10		119.54
11		124.48
12		129.13
13		131.94
14		135.48
15		140.12



