

This year the Mentoring Committee will publish a series of teaching topics to help our new crewmembers with their transition into Atlas. The aim is to cover common questions that pilots have in their first year as Atlas pilots. For questions or suggestions, please contact mentoring@iap2750.org.

Compensation: How We're Paid

CBA Section 3 in its entirety, abbreviated.

Section 3.A.1 Rates of Pay

Your hourly rate of pay is dependent upon two things: Longevity and Status. Longevity is defined as how long you've been at the Company, in years. Status means Aircraft (B-747 or B-767) and Seat (Captain, First Officer [F/O], or the recently extinct Flight Engineer [F/E]).

You might ask yourself when reading through Section 3 of the CBA, where the heck is the payscale for the B-767? It doesn't exist! Section 32 of the CBA covers New Equipment and the associated formula for determining rates of pay. We've taken the liberty of doing the math and adding the payscale here, but just know it doesn't exist in the CBA. ($767 = 747 \times 0.8394$ [Section 32.B.1.d Medium Lift Aircraft])

	B-747 Captain	B-747 F/O	B-767 Captain	B-767 F/O
Longevity	Date of Signing (DOS) + 4 (years)			
1	\$154.11	\$79.60	\$129.36	\$79.60*
2	\$158.73	\$100.00	\$133.24	\$83.94
3	\$163.49	\$105.45	\$137.23	\$88.51
4	\$168.40	\$111.14	\$141.35	\$93.29
5	\$173.45	\$117.08	\$145.59	\$98.28
6	\$178.66	\$123.27	\$149.97	\$103.47
7	\$184.01	\$128.81	\$154.46	\$108.12
8	\$189.54	\$132.67	\$159.10	\$111.36
9	\$195.22	\$136.65	\$163.87	\$114.70

10	\$201.08	\$140.75	\$168.79	\$118.15
11	\$207.11	\$144.98	\$173.85	\$121.70
12+	\$213.32	\$149.33	\$179.06	\$125.35

*The only exception is first year pay for B-767 F/Os which is 1:1 with B-747 F/Os (Section 3.A.1.a)

Section 3.A.1.b Longevity Increases

Your longevity steps to the next year's hourly pay in the month you were hired, meaning everything you do in your hiremonth is paid at your next years' rate of pay. Congratulations to all of you hired at the end of the month, your pay raise comes early every year!

Section 3.A.1.c.i-ii Changes in Rates of Pay

For those of you going to upgrade training now or in the future, your hourly rate remains the same (FO pay) until you successfully complete training, including Operating Experience (OE).

If you're considering making a lateral move to a larger aircraft (i.e. 767 FO to 747 FO), good news: your hourly rate increases the moment you begin training for that lateral move. Unfortunately, that goes both ways, if you move from 747 FO to 767 FO, you can expect to be paid as a 767 FO from the moment you begin training.

Section 3.A.1.e Home-Based Training

The home-based training (i.e. CPaT) is worth \$150.00 for four (4) hours of your time. Should that training exceed four hours, you'll be compensated \$50.00 for each additional hour or partial hour that is required to complete that training. The Training Committee consults with the Company to determine the amount of time necessary for completion of said home-based training (i.e. CPaT). That being said, any preparation you do for recurrent, upgrade, transition, and/or similar training is pro bono.

Section 3.A.1.f New Hire Training Pay

If you're reading this, this section applies to you! You will be paid \$1,600.00 for the first four (4) months of your employment or the completion of Operating Experience (OE), whichever occurs first. That's before taxes, medical, dues, etc. Pinch those pennies! If you're tight on funds, request to go to OE ASAP. The sooner you finish, the sooner you can start making first-year guarantee* or better.

Section 3.A.2.a.i-xii Pay and Credit Ratios

If you perform flight duty as part of a Two-Person (2P), Three-Person (3P), or Augmented Crew (AC), you will **credit** scheduled block time or actual block time, whichever is greater (e.g. CVG-LAX scheduled block is 05+30 [five hours, thirty minutes]. Actual block is 06+00 [six hours, zero minutes]. You will **credit**

06+00).

Deadheading and Atlas Air are synonymous; if you work here, you will find yourself deadheading. When you do find yourself deadheading, the credit ratio is 2.85:1, meaning for every two (2) hours and fifty-one (51) minutes of a deadhead's duration, you're earning one (1) hour of credit. For a commercial deadhead, scheduled block time is used to calculate the credit time. For a deadhead on Company aircraft, scheduled or actual block time, whichever is greater, is used.

If you report for an operating flight, deadhead, or other duty assignment and it cancels or experiences a block turn-back (BTB) or air turn-back (ATB), you will credit two (2) hours of pay or the actual block time in the case of a BTB or ATB, whichever is greater.

Whenever you are assigned training for sixteen (16) days or more in a Bid month as a trainee, you'll receive 3.65 **credit** hours per day in ground school training, simulator training/support/checking associated with recurrent training.

Simulator Check Airmen, Crewmember Training Instructors, or Designated Examiners receive one (1) hour of credit for simulator training/support/checking and debriefing.

If you find yourself teaching ground school, you'll **credit** five (5) hours of pay per day.

If you end up doing Administrative Duty for whatever reason, you'll **credit** four (4) hours of pay per day. You must agree to or volunteer for Administrative Duty.

Taxi movements are paid one of two ways: If it is in conjunction with a scheduled flight, either before or after, the taxi movement will be **credited** based on block time. If your sole purpose for showing up is to taxi an aircraft, you'll be **credited** based on block time or two (2) hours, whichever is greater.

If you're assigned to R-3 (Hot Airport Standby), you'll credit one (1) hour of pay for every two (2) hours of R-3 (e.g. six (6) hours of R-3 is worth three (3) hours of **credit**).

If you use a sick or vacation day, you'll **credit** 3.65 hours of pay per day. Remember, each calendar day at Atlas is based on UTC (Zulu).

Section 3.A.2.b.i-vi Calculated Rig Time (CRT)

CRT is calculated at a ratio of 4.95:1. For every 4.95 hours of duty, you earn one (1) hour of credit. Side note: you may hear people refer to a "minimum day" of 4.85 hours. This is the result of dividing 24 hours by 4.95 which equates to 4.848484... hours per day. There is no "minimum day" in the CBA. Only CRT and the 4.95:1 ratio.

CRT commences when: (A) you report for an operating flight; (B) deadhead (excluding between your

base or Company training facility and your residence); (C) begin your first R-2 (Hotel Reserve) or R-3 period; (D) you report for a trip that departs from a training location (including deadheads).

CRT continues until you're released per your actual schedule to R-1 (Home Reserve), training, or to a block of days off.

If you go to training or report for Administrative Duty, CRT does not accrue while performing those duties or deadheading back to your base.

CRT does not accrue any time you're unavailable for flight duties (e.g. sick day, personal emergency, etc.).

CRT is calculated based on your actual schedule as posted in eCrew.

Section 3.B.1 Minimum Monthly Guarantee

So long as you're available for work each day that you're scheduled for duty during a Bid month, you'll receive the minimum monthly guarantee of sixty-two (62) hours.

*Caveat: If you're still in your first year, your monthly guarantee is fifty (50) hours.

Caveat to the caveat: If you accept an out-base assignment, your monthly guarantee will be one hundred and five (105) hours.

If you're not available for any of your scheduled days, your minimum monthly guarantee will be reduced by 1/17th for each day you missed (i.e. $62 / 17 = 3.647...$ Essentially a wash since a sick day is worth 3.65 hours). The same prorated math works for returns to work from a leave of absence or furlough.

If you're unassigned, you still receive pay according to the schedule under Section 3.C below.

Section 3.C Bid Monthly Pay

You pay for a Bid month will be the sum of the following:

- (1) For originally scheduled Work days (i.e. ON days), the sum of credits accrued, the sum of CRT, or minimum monthly guarantee, whichever is greater, plus;
- (2) For days other than originally scheduled Work days (i.e. OFF days), the sum of credits accrued or the sum of CRT, whichever is greater. In addition to whatever block time or CRT you accrue on those OFF days, each day has an additional credit value according to the following schedule:
 - (a) First day, two (2) additional hours;
 - (b) Second day, four (4) additional hours;
 - (c) Third day, six (6) additional hours;
 - (d) Fourth day or more:

- (i) If you volunteer, six (6) additional hours;
- (ii) If you're involuntarily assigned, twelve (12) additional hours.

Section 3.D Initial, Transition, and Upgrade Training Guarantee

This section basically reiterates what has been explained previously in this review.

Section 3.E Out-Base Assignments

If your out-base assignment in one month carries over into the next Bid month, those days that carried over count towards the seventeen (17) days of work you owe the company in that second month.

If your out-base assignment is cancelled after it has commenced, you're entitled to your normal monthly guarantee plus three (3) hours of guarantee for each additional day beyond seventeen (17) days for a maximum guarantee of one hundred and five (105) hours.

Caveat: If you complete a full 30-day out-base assignment, your CRT commenced as soon as you reported for the first part of the assignment, meaning the clock was running for the full 30 days. $30 \text{ days} \times 24 \text{ hours} = 720 \text{ hours of CRT} / 4.95 = 145.4545\dots$ hours of credit. So although the maximum monthly guarantee is 105, CRT is not capped and therefore it is possible to be paid the equivalent of 145 hours.

Section 3.F General

Your paycheck is dispersed in two (2) payments each month. One on the 15th and one on the last day of the month. The 15th paycheck includes one-half ($\frac{1}{2}$) of the Minimum Monthly Guarantee (i.e. half of 50, 62, or 105, depending on your situation). The last paycheck of the month includes the other one-half ($\frac{1}{2}$) of your Minimum Monthly Guarantee plus any overtime and per diem. Essentially, your middle of the month check will be much smaller than the end of the month check.

The Company currently offers electronic direct deposit, but it is at their discretion.

The Company is required to provide us with a disbursement record (which can be found on ADP) unless you elect to have a hard copy mailed to you. This salary disbursement record will include:

- a. Total amount of normal pay (i.e. Minimum Monthly Guarantee).
- b. Total amount of overtime pay (i.e. anything over Minimum Monthly Guarantee).
- c. Per diem paid.
- d. All deductions.

The Company is also required to make your sick bank and vacation balance available on a monthly basis (currently available through GlobalNet).

Conclusion

As always, the information provided here is current as of the writing and to the best of the authors' knowledge. The Mentoring Committee is here to help. We will do our best to answer simple questions and direct you to the proper Committee for more specific queries. Thanks for reading!