

Industry Pay Comparison for 2016

	Virgin America	Allegiant	Frontier	Spirit	United	JetBlue	Industry Average	Continental	American	Alaska*	Delta	SWA*
1st 6 Mos	\$20.00	\$20.00	\$19.52	\$18.04	\$21.23	\$20.22	\$21.52	\$20.49	\$24.18	\$24.08	\$27.25	\$25.71
2nd 6 Mos	\$20.00	\$20.00	\$19.52	\$21.04	\$21.23	\$22.63	\$22.04	\$20.49	\$24.18	\$24.08	\$27.25	\$26.04
After 1 Year	\$23.00	\$25.50	\$21.15	\$23.92	\$22.44	\$23.84	\$24.04	\$23.93	\$25.65	\$27.30	\$28.89	\$28.54
After 2 Years	\$25.00	\$26.73	\$24.13	\$25.69	\$23.87	\$25.57	\$26.17	\$25.28	\$27.29	\$28.64	\$30.74	\$30.60
After 3 Years	\$27.00	\$28.05	\$25.37	\$27.16	\$24.54	\$27.07	\$27.85	\$27.26	\$29.06	\$31.10	\$32.74	\$33.10
After 4 Years	\$29.00	\$29.49	\$26.85	\$28.83	\$27.83	\$29.46	\$30.03	\$29.25	\$32.01	\$32.48	\$36.06	\$35.80
After 5 Years	\$30.00	\$30.34	\$28.20	\$30.47	\$36.59	\$33.38	\$33.71	\$33.94	\$36.25	\$36.71	\$40.84	\$40.83
After 6 Years	\$31.00	\$31.10	\$30.09	\$32.40	\$38.57	\$35.69	\$36.09	\$36.06	\$40.53	\$40.18	\$44.68	\$43.15
After 7 Years	\$32.00	\$31.88	\$31.58	\$33.50	\$39.53	\$37.17	\$37.44	\$38.01	\$41.83	\$41.47	\$46.11	\$45.34
After 8 Years	\$33.00	\$33.29	\$32.64	\$34.60	\$40.82	\$38.66	\$38.73	\$39.44	\$42.98	\$42.61	\$47.38	\$48.04
After 9 Years	\$34.00	\$34.13	\$34.05	\$36.00	\$42.12	\$40.34	\$40.35	\$41.44	\$44.59	\$44.20	\$49.16	\$50.85
After 10 Years			\$35.08	\$36.82	\$43.03	\$41.59	\$41.65	\$42.71	\$45.82	\$47.46	\$50.51	\$53.44
After 11 Years			\$36.13	\$37.78	\$44.06	\$43.55	\$43.32	\$44.83	\$48.00	\$50.64	\$52.91	\$57.21
After 12 Years			\$37.21	\$39.41	\$45.01	\$46.62	\$46.19	\$46.51	\$55.58	\$55.12	\$61.28	\$61.20
After 13 Years				\$39.62	\$45.72		\$46.88	\$48.45		\$56.14		\$64.73
After 14 Years				\$40.06			\$47.21	\$50.59		\$57.16		After 25 Years
After 15 Years				\$40.40			\$47.51	\$52.53		\$58.19		\$66.04

* Trip for Pay (TFP) to Hourly Approximation

Alaska TFP	x 1.13	SWA TFP	x 1.15
\$21.31	\$24.08	\$22.36	\$25.71
\$21.31	\$24.08	\$22.64	\$26.04
\$24.16	\$27.30	\$24.82	\$28.54
\$25.35	\$28.64	\$26.61	\$30.60
\$27.53	\$31.10	\$28.78	\$33.10
\$28.75	\$32.48	\$31.13	\$35.80
\$32.49	\$36.71	\$35.50	\$40.83
\$35.56	\$40.18	\$37.52	\$43.15
\$36.70	\$41.47	\$39.43	\$45.34
\$37.71	\$42.61	\$41.77	\$48.04
\$39.12	\$44.20	\$44.22	\$50.85
\$42.00	\$47.46	\$46.47	\$53.44
\$44.82	\$50.64	\$49.75	\$57.21
\$48.78	\$55.12	\$53.22	\$61.20
\$49.69	\$56.14	\$56.29	\$64.73
\$50.59	\$57.16		
\$51.50	\$58.19		
		After 25 Years	
		\$57.79	\$66.04

These Pay Comparisons represent base rates only. They do not reflect other airlines' higher sick leave and vacation accrual, duty RIGs, premium / bonus pay, per diem, 401k match, and holiday pay.