



**WHAT IS
OUR
VALUE?**

NOTE

THE FOLLOWING SLIDES USE THE UNRATIFIED JUNE 2022 UAL TENTATIVE
AGREEMENT TO PROJECT PILOT WAGES BEYOND 2021

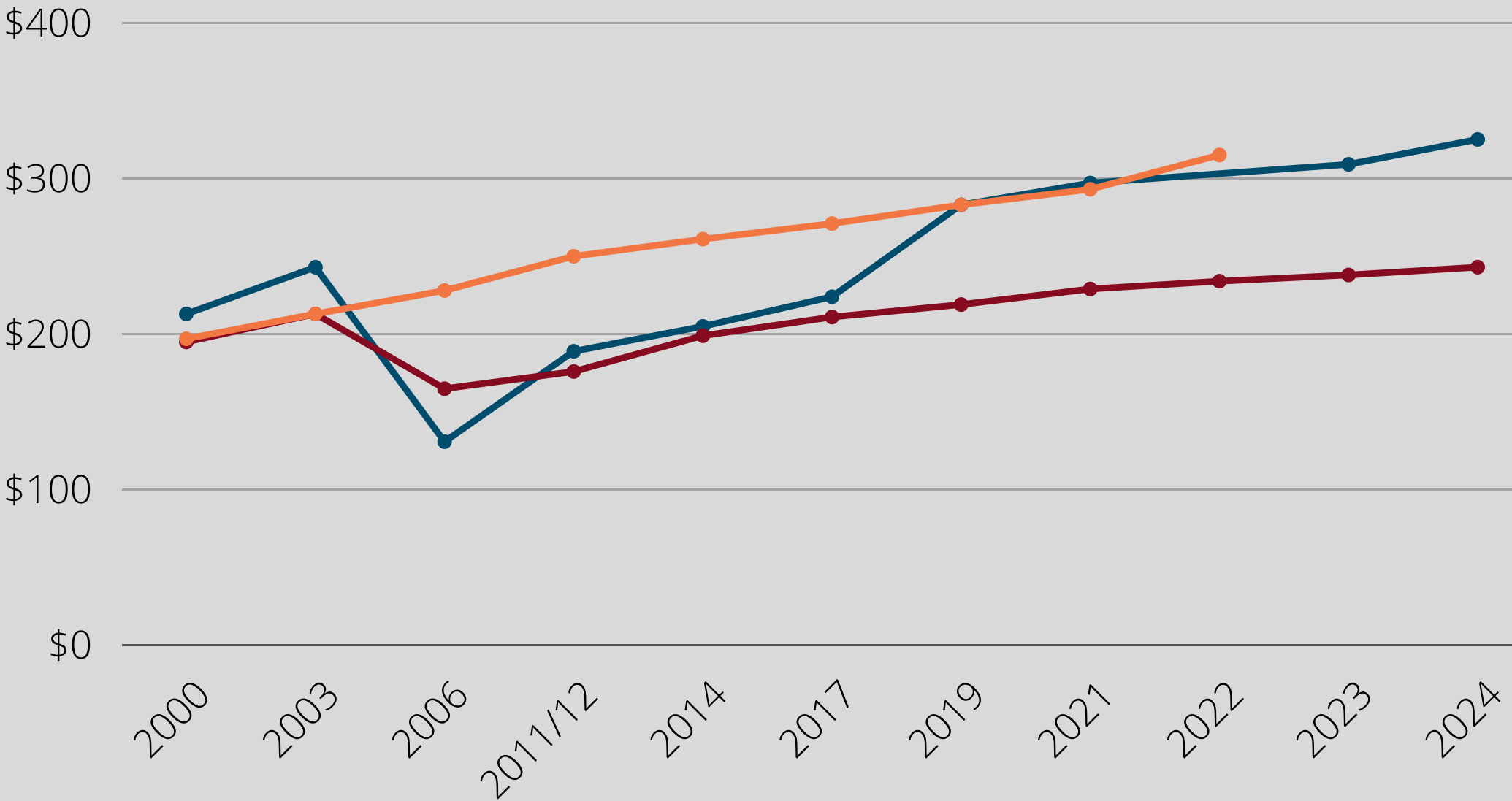
THIS TA WAS REJECTED BEFORE GOING TO VOTE AND IS CURRENTLY BACK IN
NEGOTIATIONS

12 YEAR

UAL 320 CA

ACPA 320 CA

BANK OF CANADA
INFLATION FROM
2003



NO CURRENCY ADJUSTMENT

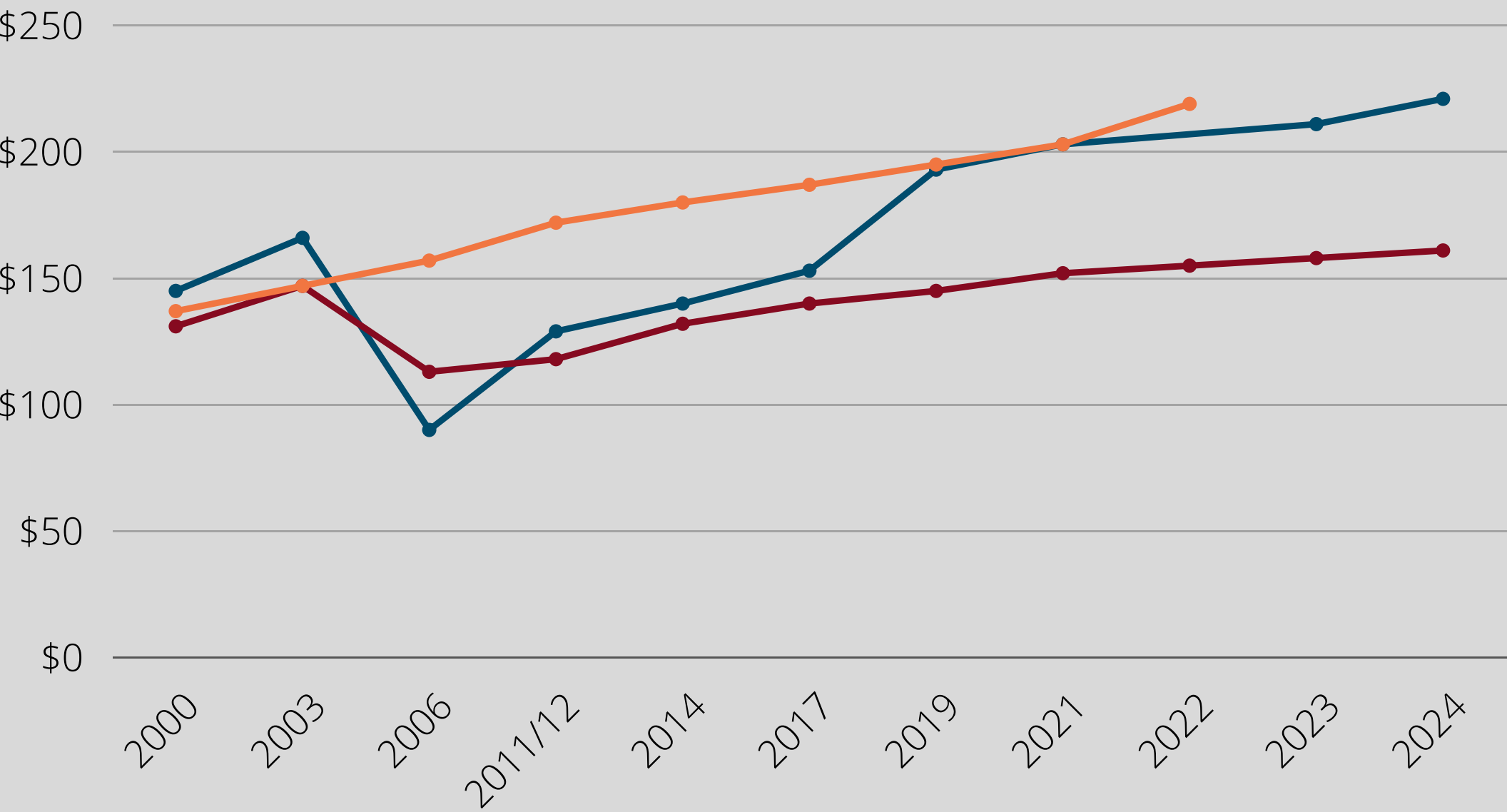
SOURCE: ACPA & UNITED PILOT CBA/TA

12 YEAR

UAL 320 FO

ACPA 320 FO

BANK OF CANADA
INFLATION FROM
2003



NO CURRENCY ADJUSTEMENT

SOURCE: ACPA & UNITED PILOT CBA/TA

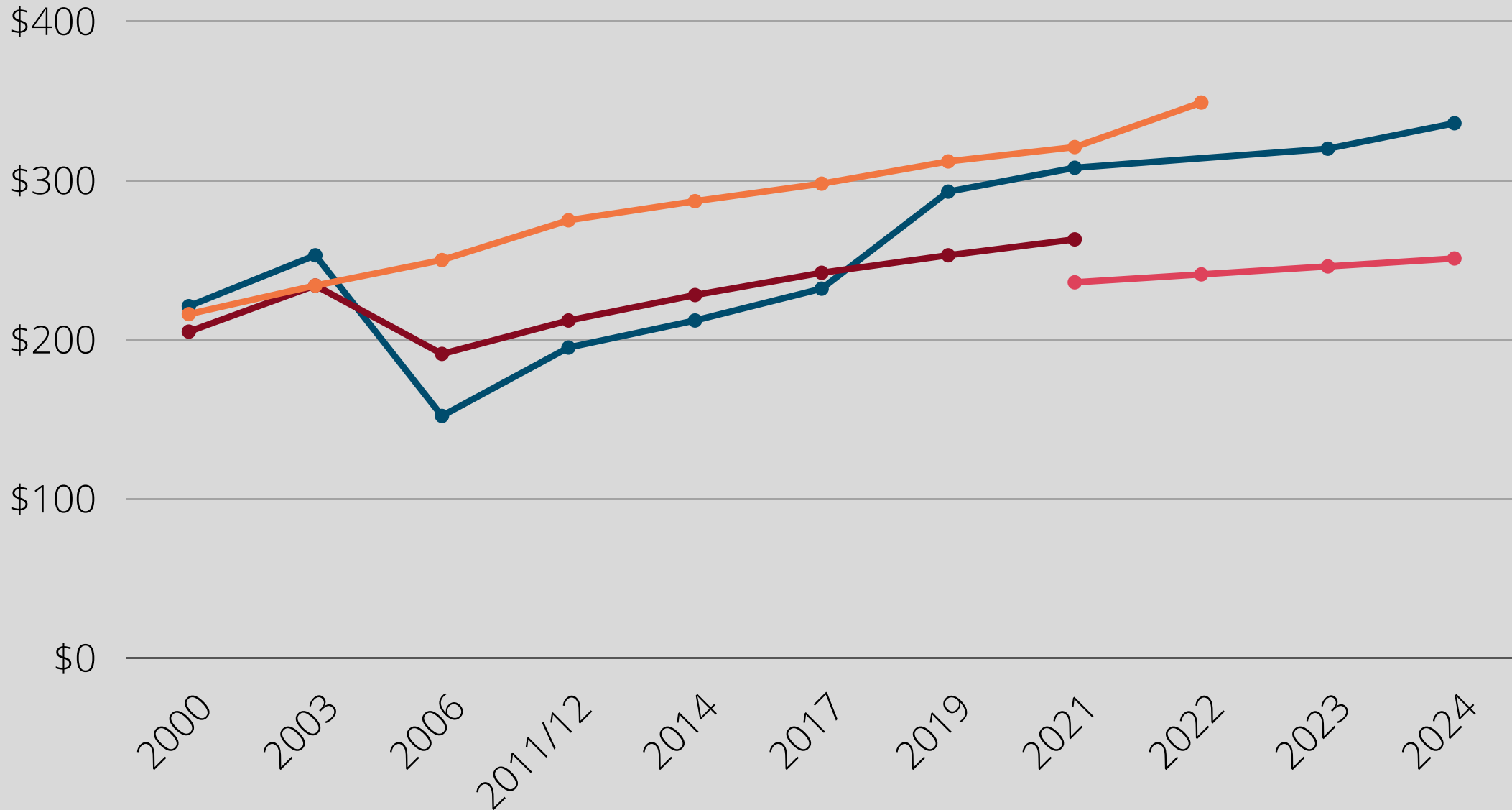
12 YEAR

UAL 767 CA

ACPA 767 CA

ACPA F767 CA

BANK OF CANADA
INFLATION FROM
2003



NO CURRENCY ADJUSTEMENT

SOURCE: ACPA & UNITED PILOT CB/TA

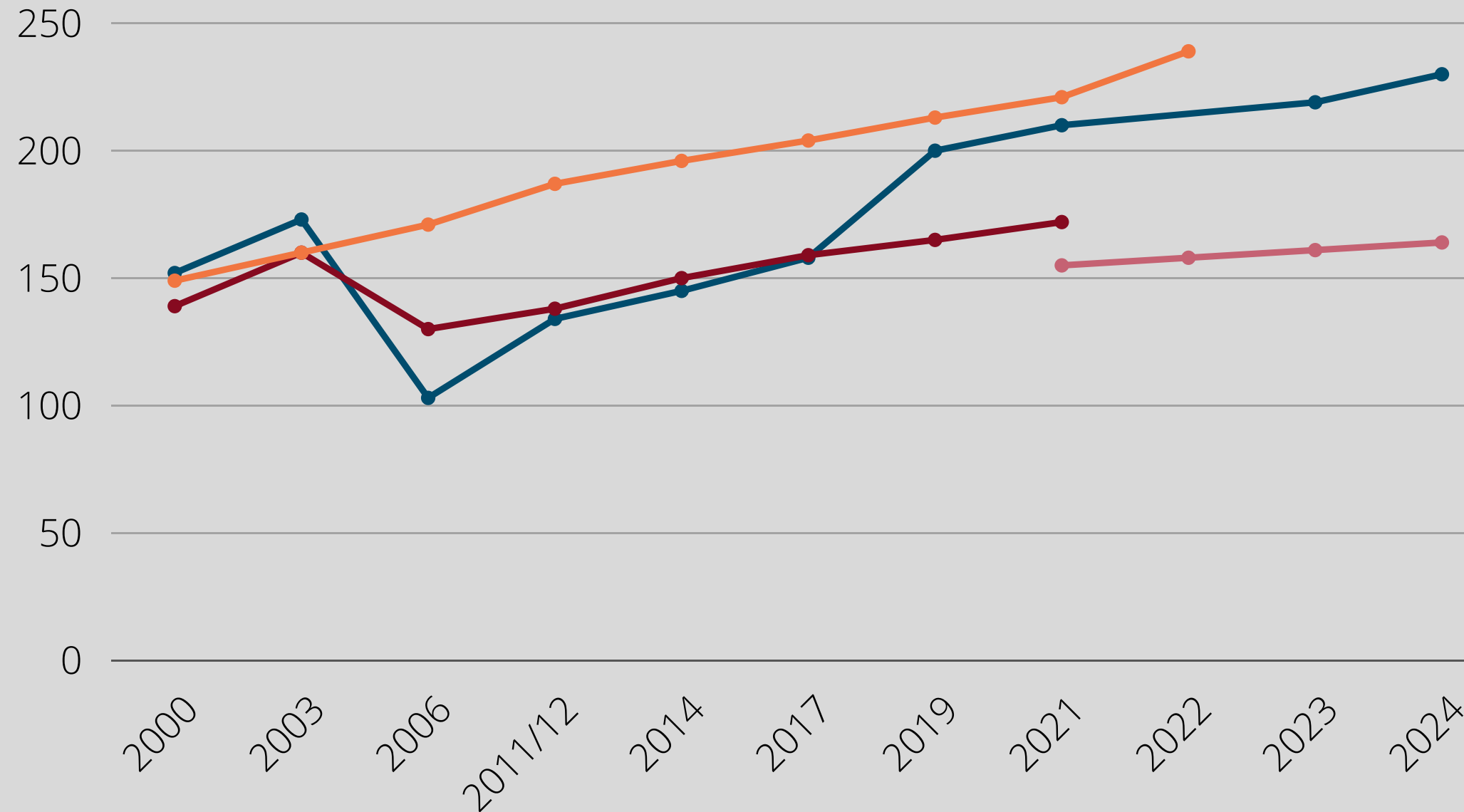
12 YEAR

UAL 767 FO

ACPA 767 FO

BANK OF CANADA
INFLATION FROM
2003

ACPA F767 FO

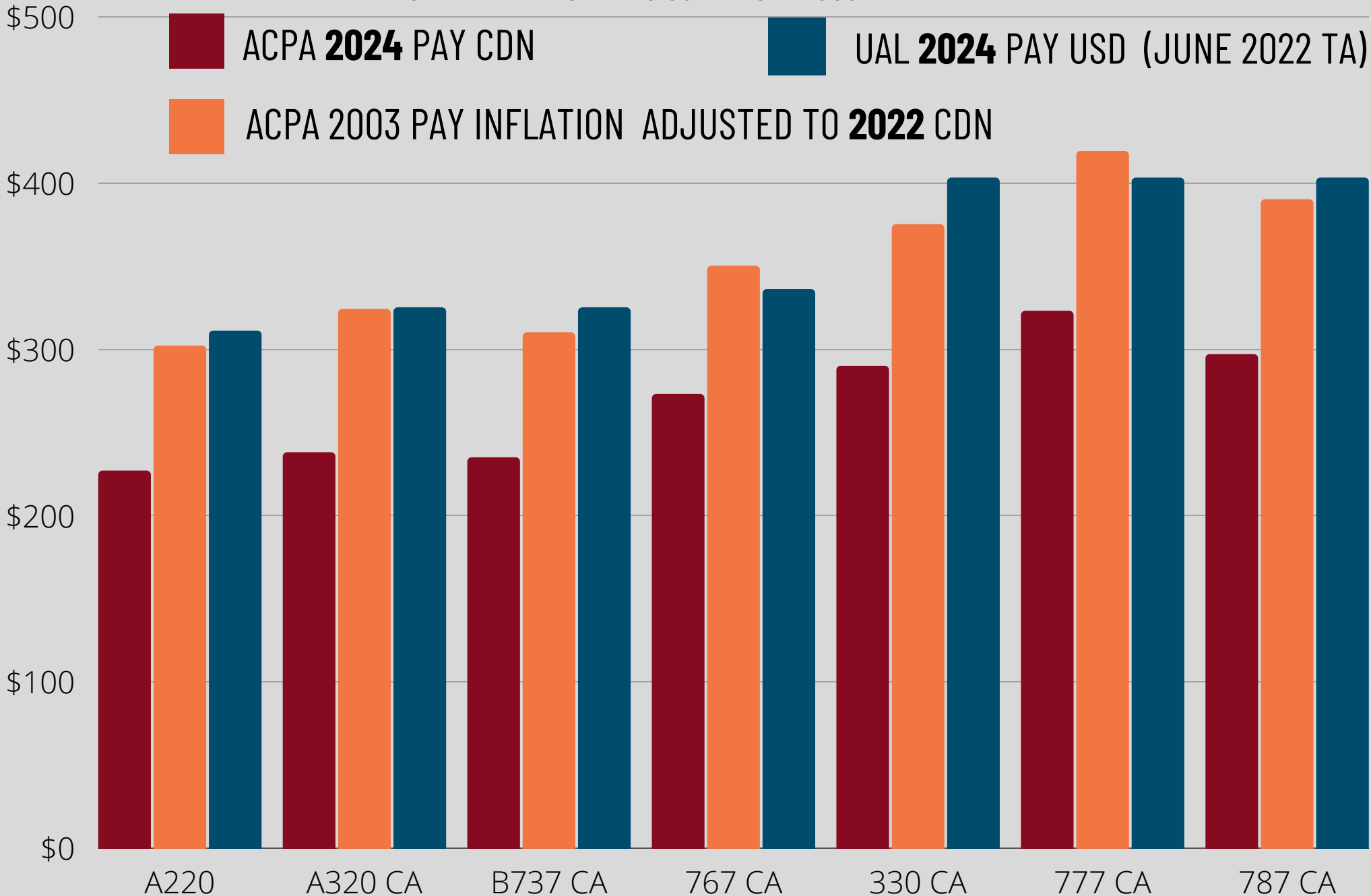


NO CURRENCY ADJUSTEMENT

SOURCE: ACPA & UNITED PILOT CBA/TA

TOP SCALE CAPTAIN HOURLY PAY

ACPA 1/2 DAY NIGHT. NO CURRENCY ADJUSTMENT



SOURCE: ACPA, UAL PILOT CBA/TA

TOP SCALE CAPTAIN HOURLY PAY

ACPA 1/2 DAY NIGHT. NO CURRENCY ADJUSTMENT



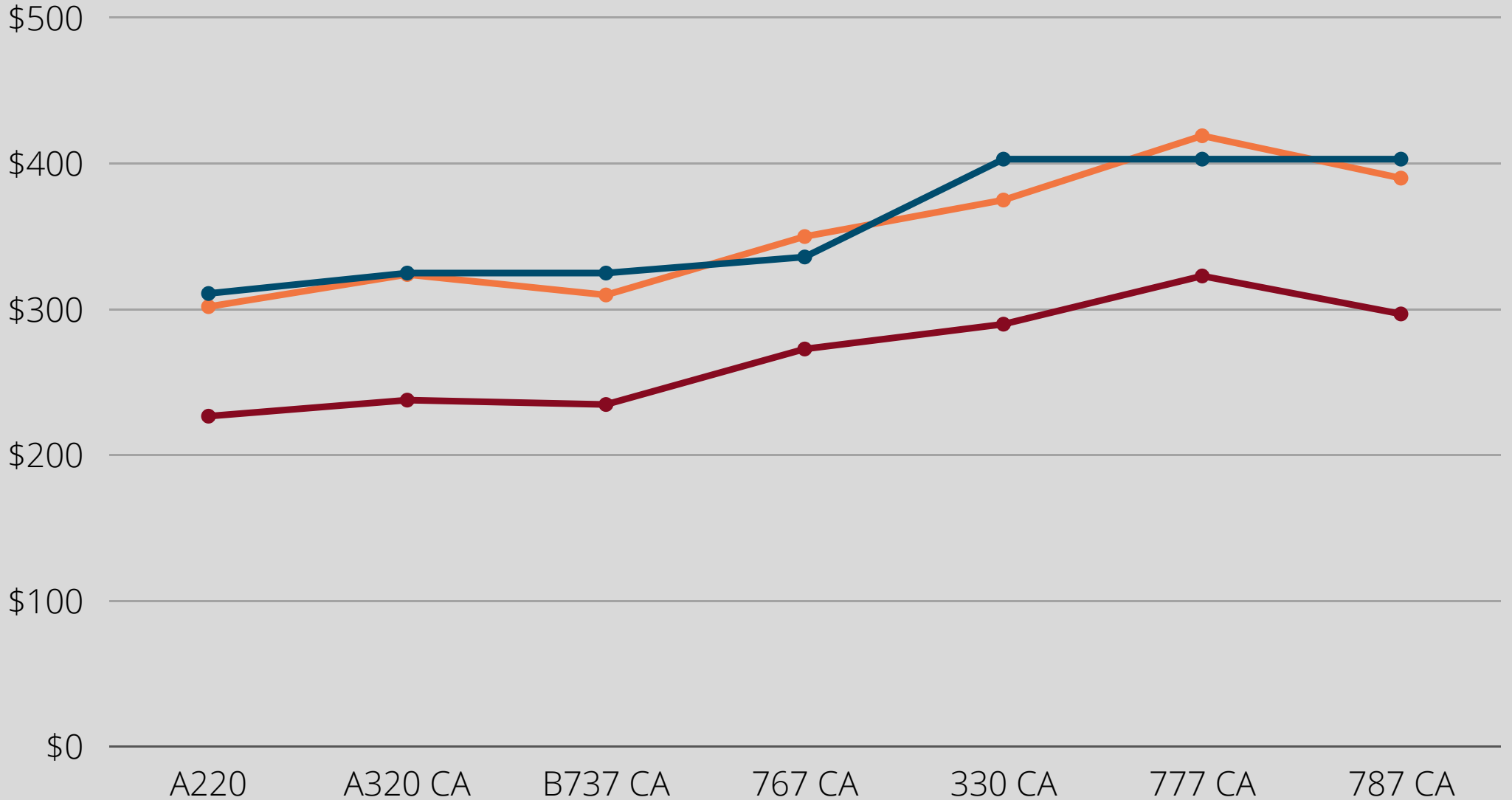
ACPA **2024** PAY CDN



UAL **2024** PAY USD (JUNE 2022 TA)



ACPA 2003 PAY INFLATION ADJUSTED TO **2022** DOLLARS CDN



SOURCE: ACPA, UAL PILOT CBA/TA

TOP SCALE FIRST OFFICER HOURLY PAY

ACPA 1/2 DAY NIGHT. NO CURRENCY ADJUSTMENT



ACPA **2024** PAY CDN



UAL **2024** PAY USD (JUNE 2022 TA)



ACPA 2003 PAY INFLATION ADJUSTED TO **2022** DOLLARS CDN

\$300

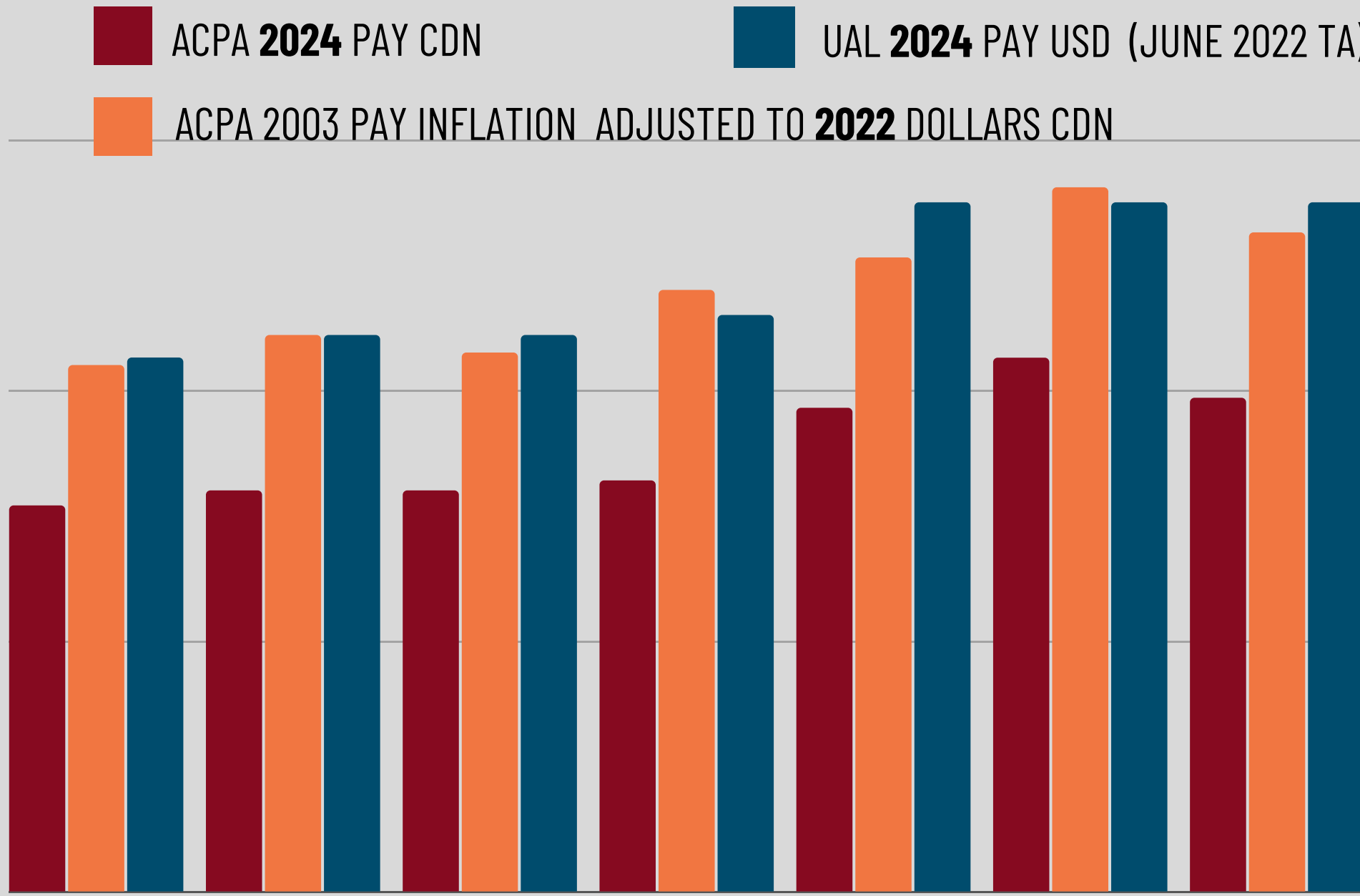
\$200

\$100

\$0

A220 FO A320 FO B737 FO B767 FO A330 FO B777 FO 787 FO

SOURCE: ACPA, UAL PILOT CBA/TA



TOP SCALE FIRST OFFICER HOURLY PAY

ACPA 1/2 DAY NIGHT. NO CURRENCY ADJUSTMENT



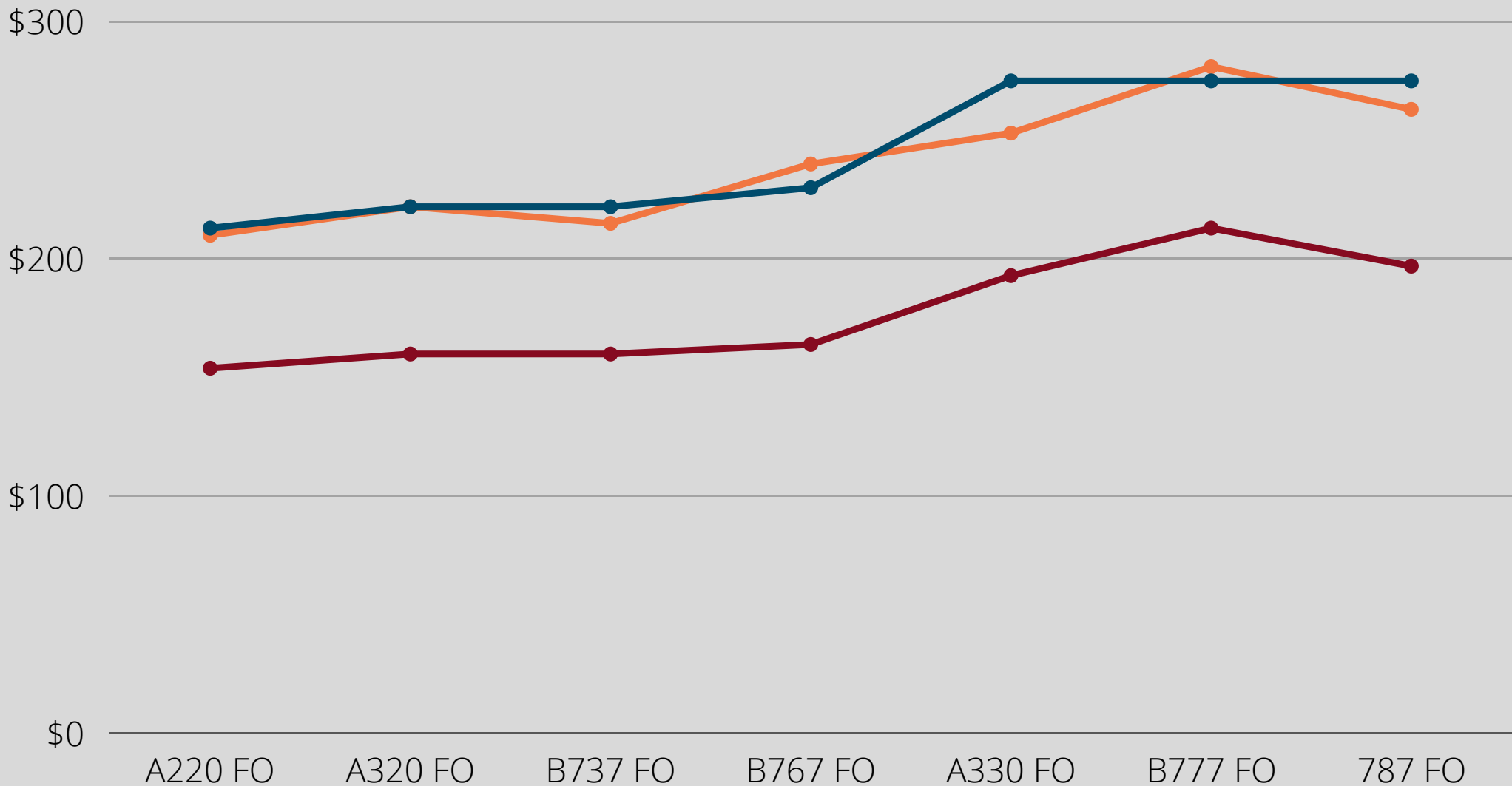
ACPA **2024** PAY CDN



UAL **2024** PAY USD (JUNE 2022 TA)



ACPA 2003 PAY INFLATION ADJUSTED TO **2022** DOLLARS CDN



SOURCE: ACPA, UAL PILOT CBA/TA

YEAR 4 FIRST OFFICER HOURLY PAY

ACPA 1/2 DAY NIGHT. NO CURRENCY ADJUSTMENT



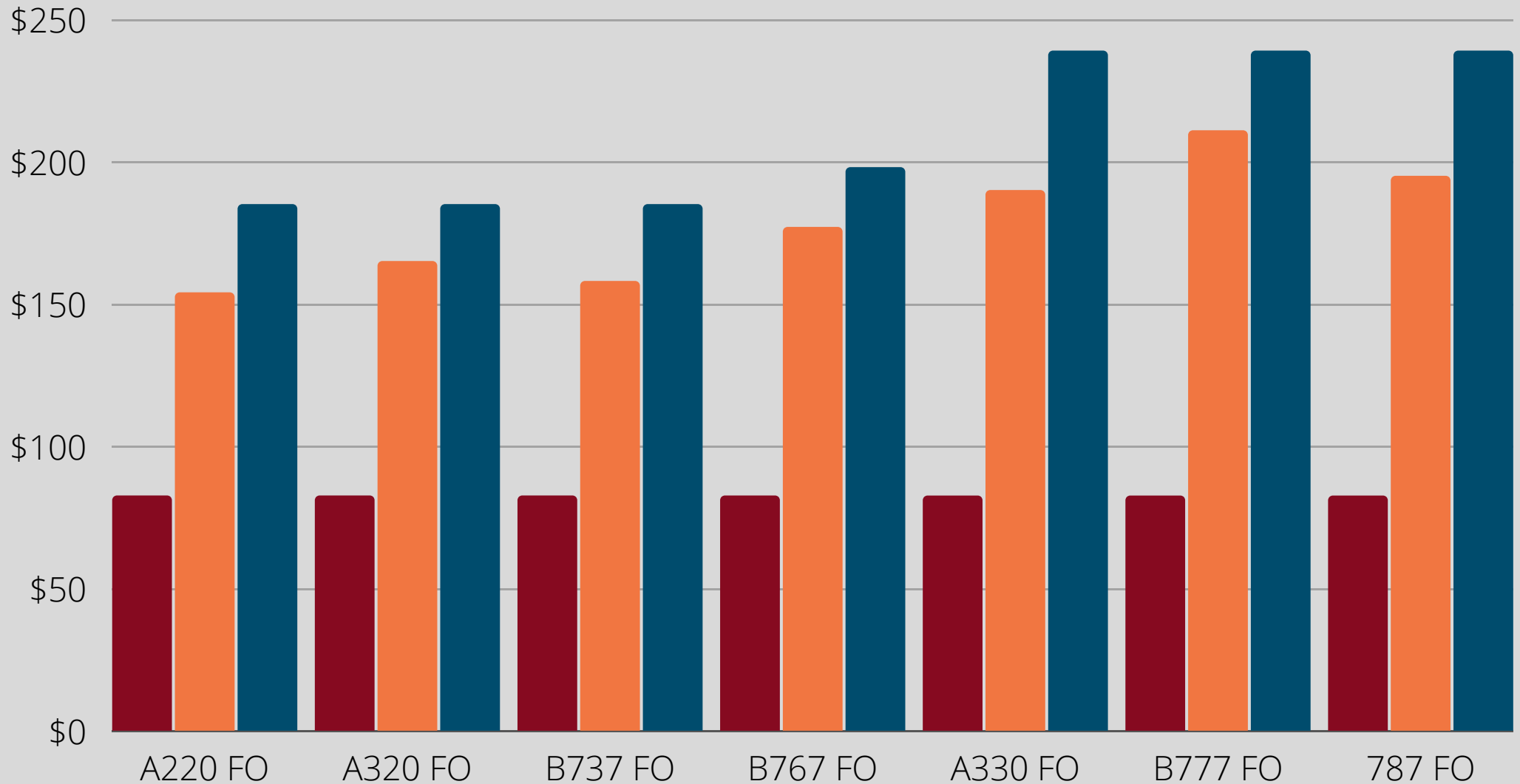
ACPA **2024** PAY CDN



UAL **2024** PAY USD (JUNE 2022 TA)



ACPA 2003 PAY INFLATION ADJUSTED TO **2022** DOLLARS CDN



SOURCE: ACPA, UAL PILOT CBA/TA

YEAR 4 FIRST OFFICER HOURLY PAY

ACPA 1/2 DAY NIGHT. NO CURRENCY ADJUSTMENT



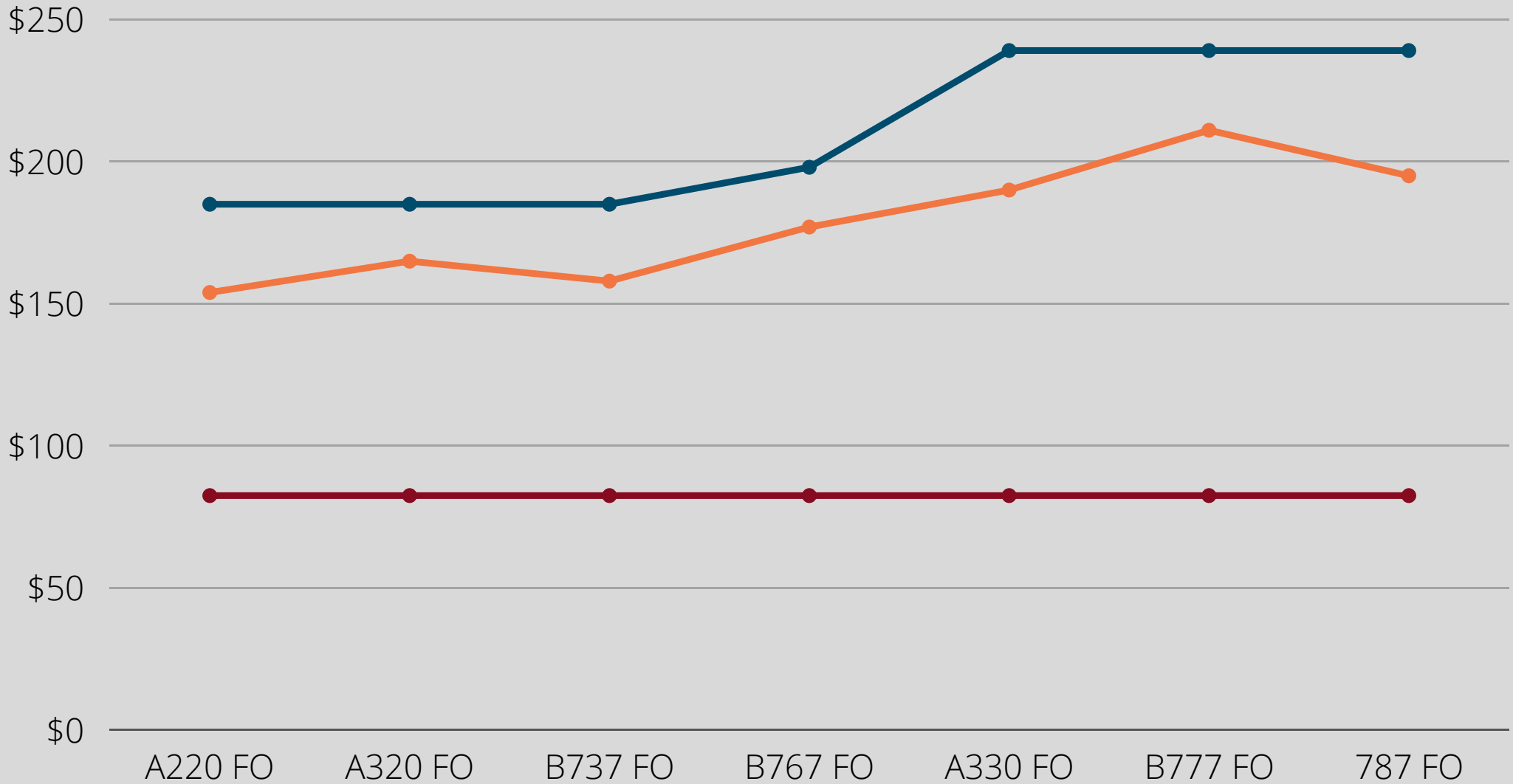
ACPA **2024** PAY CDN



UAL **2024** PAY USD (JUNE 2022 TA)



ACPA 2003 PAY INFLATION ADJUSTED TO **2022** DOLLARS CDN



SOURCE: ACPA, UAL PILOT CBA/TA

UNRATIFIED UAL JUNE 2022 TENTATIVE AGREEMENT

Captain Pay Rates on January 2023 Bid Period

Aircraft	1	2	3	4	5	6	7	8	9	10	11	12
A380	495.83	499.83	503.93	507.99	512.09	516.10	520.18	524.19	528.26	532.23	536.30	540.38
A350	352.55	355.41	358.33	361.20	364.11	366.98	369.85	372.70	375.61	378.45	381.33	384.24
A330	352.55	355.41	358.33	361.20	364.11	366.98	369.85	372.70	375.61	378.45	381.33	384.24
777	352.55	355.41	358.33	361.20	364.11	366.98	369.85	372.70	375.61	378.45	381.33	384.24
787	352.55	355.41	358.33	361.20	364.11	366.98	369.85	372.70	375.61	378.45	381.33	384.24
767-400	342.52	345.29	348.12	350.91	353.73	356.52	359.32	362.09	364.91	367.68	370.47	373.30
767-200/300	291.39	293.83	296.24	298.66	301.17	303.53	305.77	308.29	310.52	313.83	317.19	320.46
757-300	291.39	293.83	296.24	298.66	301.17	303.53	305.77	308.29	310.52	313.83	317.19	320.46
757-200	289.70	291.93	294.25	296.65	299.02	301.39	303.75	306.11	308.45	310.83	313.23	315.59
A321/A321neo/A321XLR	289.70	291.93	294.25	296.65	299.02	301.39	303.75	306.11	308.45	310.83	313.23	315.59
737-Max10 (190+ seats)	289.70	291.93	294.25	296.65	299.02	301.39	303.75	306.11	308.45	310.83	313.23	315.59
737-Max10 (186-189 seats)	286.73	288.95	291.25	293.62	295.96	298.32	300.66	302.99	305.30	307.66	310.03	312.36
737-Max10 (185 seats or less)	283.90	286.09	288.36	290.71	293.03	295.37	297.68	299.99	302.27	304.62	306.96	309.28
737-Max8/9	283.90	286.09	288.36	290.71	293.03	295.37	297.68	299.99	302.27	304.62	306.96	309.28
737-800/900	283.90	286.09	288.36	290.71	293.03	295.37	297.68	299.99	302.27	304.62	306.96	309.28
A320/A320neo	283.90	286.09	288.36	290.71	293.03	295.37	297.68	299.99	302.27	304.62	306.96	309.28
A319/A319neo	271.95	274.20	276.45	278.67	280.92	283.17	285.40	287.65	289.91	292.11	294.36	296.64
737-500/700	271.95	274.20	276.45	278.67	280.92	283.17	285.40	287.65	289.91	292.11	294.36	296.64
A220-300	271.95	274.20	276.45	278.67	280.92	283.17	285.40	287.65	289.91	292.11	294.36	296.64
EMB195/195E2	213.89	215.48	217.29	219.05	220.75	222.53	224.24	225.99	227.77	229.51	231.29	233.02
EMB190/190E2	213.89	215.48	217.29	219.05	220.75	222.53	224.24	225.99	227.77	229.51	231.29	233.02
A220-100	213.89	215.48	217.29	219.05	220.75	222.53	224.24	225.99	227.77	229.51	231.29	233.02
CRJ900	181.98	183.36	184.86	186.35	187.77	189.28	190.76	192.28	193.75	195.25	196.79	198.24

UNRATIFIED UAL JUNE 2022 TENTATIVE AGREEMENT

First Officer Pay Rates on January 2023 Bid Period

Aircraft	1	2	3	4	5	6	7	8	9	10	11	12
A380	99.71	267.44	312.95	320.58	328.23	336.50	345.91	353.83	357.65	362.50	365.77	369.09
A350	99.71	190.18	222.54	227.93	233.37	239.26	245.94	251.59	254.32	257.75	260.07	262.45
A330	99.71	190.18	222.54	227.93	233.37	239.26	245.94	251.59	254.32	257.75	260.07	262.45
777	99.71	190.18	222.54	227.93	233.37	239.26	245.94	251.59	254.32	257.75	260.07	262.45
787	99.71	190.18	222.54	227.93	233.37	239.26	245.94	251.59	254.32	257.75	260.07	262.45
767-400	99.71	184.75	216.20	221.44	226.72	232.45	238.94	244.42	247.08	250.41	252.66	254.98
767-200/300	99.71	157.23	183.97	188.49	193.05	197.91	203.34	208.13	210.23	213.74	216.31	218.87
757-300	99.71	157.23	183.97	188.49	193.05	197.91	203.34	208.13	210.23	213.74	216.31	218.87
757-200	99.71	156.19	182.72	187.22	191.69	196.52	202.03	206.64	208.82	211.67	213.61	215.54
A321/A321neo/A321XLR	99.71	156.19	182.72	187.22	191.69	196.52	202.03	206.64	208.82	211.67	213.61	215.54
737-Max10 (190+ seats)	99.71	156.19	182.72	187.22	191.69	196.52	202.03	206.64	208.82	211.67	213.61	215.54
737-Max10 (186-189 seats)	99.71	154.59	180.85	185.30	189.74	194.51	199.97	204.54	206.70	209.51	211.43	213.35
737-Max10 (185 seats or less)	99.71	153.07	179.07	183.47	187.86	192.58	197.99	202.51	204.66	207.44	209.34	211.24
737-Max8/9	99.71	153.07	179.07	183.47	187.86	192.58	197.99	202.51	204.66	207.44	209.34	211.24
737-800/900	99.71	153.07	179.07	183.47	187.86	192.58	197.99	202.51	204.66	207.44	209.34	211.24
A320/A320neo	99.71	153.07	179.07	183.47	187.86	192.58	197.99	202.51	204.66	207.44	209.34	211.24
A319/A319neo	99.71	146.71	171.66	175.84	180.10	184.64	189.80	194.16	196.27	198.96	200.76	202.61
737-500/700	99.71	146.71	171.66	175.84	180.10	184.64	189.80	194.16	196.27	198.96	200.76	202.61
A220-300	99.71	146.71	171.66	175.84	180.10	184.64	189.80	194.16	196.27	198.96	200.76	202.61
EMB195/195E2	99.71	115.31	134.94	138.22	141.51	145.12	149.12	152.58	154.19	156.31	157.76	159.17
EMB190/190E2	99.71	115.31	134.94	138.22	141.51	145.12	149.12	152.58	154.19	156.31	157.76	159.17
A220-100	99.71	115.31	134.94	138.22	141.51	145.12	149.12	152.58	154.19	156.31	157.76	159.17
CRJ900	99.71	99.71	114.81	117.61	120.38	123.43	126.87	129.79	131.17	132.98	134.23	135.38

UNRATIFIED UAL JUNE 2022 TENTATIVE AGREEMENT

Captain Pay Rates in effect the first time after January 1, 2023 that the Company reports a pre-tax margin that meets or exceeds five percent (5%) (measured using the same methodology for calculating pre-tax margin as the profit-sharing calculation) over any twelve (12) month period that consists of four (4) consecutive full financial quarters. When triggered, the Captain Pay Rates below shall be in effect in the first full Bid Period after the date the Company reports the required pre-tax margin, but in no case later than the January 2024 Bid Period.

Aircraft	1	2	3	4	5	6	7	8	9	10	11	12
A380	520.62	524.82	529.13	533.39	537.69	541.91	546.19	550.40	554.67	558.84	563.12	567.40
A350	370.18	373.18	376.25	379.26	382.32	385.33	388.34	391.34	394.39	397.37	400.40	403.45
A330	370.18	373.18	376.25	379.26	382.32	385.33	388.34	391.34	394.39	397.37	400.40	403.45
777	370.18	373.18	376.25	379.26	382.32	385.33	388.34	391.34	394.39	397.37	400.40	403.45
787	370.18	373.18	376.25	379.26	382.32	385.33	388.34	391.34	394.39	397.37	400.40	403.45
767-400	359.65	362.55	365.53	368.46	371.42	374.35	377.29	380.19	383.16	386.06	388.99	391.97
767-200/300	305.96	308.52	311.05	313.59	316.23	318.71	321.06	323.70	326.05	329.52	333.05	336.48
757-300	305.96	308.52	311.05	313.59	316.23	318.71	321.06	323.70	326.05	329.52	333.05	336.48
757-200	304.19	306.53	308.96	311.48	313.97	316.46	318.94	321.42	323.87	326.37	328.89	331.37
A321/A321neo/A321XLR	304.19	306.53	308.96	311.48	313.97	316.46	318.94	321.42	323.87	326.37	328.89	331.37
737-Max10 (190+ seats)	304.19	306.53	308.96	311.48	313.97	316.46	318.94	321.42	323.87	326.37	328.89	331.37
737-Max10 (186-189 seats)	301.07	303.40	305.81	308.30	310.76	313.24	315.69	318.14	320.57	323.04	325.53	327.98
737-Max10 (185 seats or less)	298.10	300.39	302.78	305.25	307.68	310.14	312.56	314.99	317.38	319.85	322.31	324.74
737-Max8/9	298.10	300.39	302.78	305.25	307.68	310.14	312.56	314.99	317.38	319.85	322.31	324.74
737-800/900	298.10	300.39	302.78	305.25	307.68	310.14	312.56	314.99	317.38	319.85	322.31	324.74
A320/A320neo	298.10	300.39	302.78	305.25	307.68	310.14	312.56	314.99	317.38	319.85	322.31	324.74
A319/A319neo	285.55	287.91	290.27	292.60	294.97	297.33	299.67	302.03	304.41	306.72	309.08	311.47
737-500/700	285.55	287.91	290.27	292.60	294.97	297.33	299.67	302.03	304.41	306.72	309.08	311.47
A220-300	285.55	287.91	290.27	292.60	294.97	297.33	299.67	302.03	304.41	306.72	309.08	311.47

UNRATIFIED UAL JUNE 2022 TENTATIVE AGREEMENT

First Officer Pay Rates in effect the first time after January 1, 2023 that the Company reports a pre-tax margin that meets or exceeds five percent (5%) (measured using the same methodology for calculating pre-tax margin as the profit-sharing calculation) over any twelve (12) month period that consists of four (4) consecutive full financial quarters. When triggered, the First Officer Pay Rates below shall be in effect in the first full Bid Period after the date the Company reports the required pre-tax margin, but in no case later than the January 2024 Bid Period.

Aircraft	1	2	3	4	5	6	7	8	9	10	11	12
A380	104.70	280.81	328.60	336.61	344.64	353.33	363.21	371.52	375.53	380.63	384.06	387.54
A350	104.70	199.69	233.67	239.33	245.04	251.22	258.24	264.17	267.04	270.64	273.07	275.57
A330	104.70	199.69	233.67	239.33	245.04	251.22	258.24	264.17	267.04	270.64	273.07	275.57
777	104.70	199.69	233.67	239.33	245.04	251.22	258.24	264.17	267.04	270.64	273.07	275.57
787	104.70	199.69	233.67	239.33	245.04	251.22	258.24	264.17	267.04	270.64	273.07	275.57
767-400	104.70	193.99	227.01	232.51	238.06	244.07	250.89	256.64	259.43	262.93	265.29	267.73
767-200/300	104.70	165.09	193.17	197.91	202.70	207.81	213.51	218.54	220.74	224.43	227.13	229.81
757-300	104.70	165.09	193.17	197.91	202.70	207.81	213.51	218.54	220.74	224.43	227.13	229.81
757-200	104.70	164.00	191.86	196.58	201.27	206.35	212.13	216.97	219.26	222.25	224.29	226.32
A321/A321neo/A321XLR	104.70	164.00	191.86	196.58	201.27	206.35	212.13	216.97	219.26	222.25	224.29	226.32
737-Max10 (190+ seats)	104.70	164.00	191.86	196.58	201.27	206.35	212.13	216.97	219.26	222.25	224.29	226.32
737-Max10 (186-189 seats)	104.70	162.32	189.89	194.57	199.23	204.24	209.97	214.77	217.04	219.99	222.00	224.02
737-Max10 (185 seats or less)	104.70	160.72	188.02	192.64	197.25	202.21	207.89	212.64	214.89	217.81	219.81	221.80
737-Max8/9	104.70	160.72	188.02	192.64	197.25	202.21	207.89	212.64	214.89	217.81	219.81	221.80
737-800/900	104.70	160.72	188.02	192.64	197.25	202.21	207.89	212.64	214.89	217.81	219.81	221.80
A320/A320neo	104.70	160.72	188.02	192.64	197.25	202.21	207.89	212.64	214.89	217.81	219.81	221.80
A319/A319neo	104.70	154.05	180.24	184.63	189.11	193.87	199.29	203.87	206.08	208.91	210.80	212.74
737-500/700	104.70	154.05	180.24	184.63	189.11	193.87	199.29	203.87	206.08	208.91	210.80	212.74
A220-300	104.70	154.05	180.24	184.63	189.11	193.87	199.29	203.87	206.08	208.91	210.80	212.74

#KnowYourValue



Relief Pilots

