



Letter of Agreement 2025-01

Between

21 Air, LLC

And

The Pilots in service of 21 Air LLC

Represented by the 21 Air Pilots Association (TAPA)

This Letter of Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between 21 Air, LLC (herein “the Company”) and the Pilots in service of the Company, as represented by the 21 Air Pilots Association (herein “TAPA”).

WHEREAS the Company and TAPA are parties to a Collective Bargaining Agreement setting forth the rates of pay, rules and working conditions for the Company’s Pilots, effective March 2, 2021 with an amendable date of March 2, 2028 (the “CBA”);

WHEREAS, Section 20.C OF the CBA provides that either party may give notice to the other of intended changes to wages and benefits no earlier than 180 days prior to March 2, 2025, and that TAPA gave such notice;

WHEREAS, the Company and TAPA have met and negotiated improvements to the existing CBA, as outlined below, including increases to Pilot pay rates, establishment of Boeing 777 pay rates, improving retirement contributions, and improving sick leave;

WHEREAS, the Company and TAPA wish to provide compensation and benefit improvements to the Pilots of 21 Air LLC for the mutual benefit of both parties and to foster better compensation, benefits and quality of life;

WHEREAS, the parties believe it is in their respective best interest that the amendable date of the CBA be extended through June 1, 2030, to align with the Company’s contracts with its customers.

NOW THEREFORE, the Company and TAPA agree as follows:

1. The Parties shall establish Pilot pay rates for the Boeing 777 pursuant to Section 1.C of the CBA effective as of July 1, 2025, as outlined below in this Letter of Agreement.
2. Pilot pay rates shall be modified as follows:
 - a. The Pilot hourly pay rate in the CBA will be adjusted effective July 1, 2025, for each step on the First Officer and Captain pay scale, to be equal to the highest hourly rate for each longevity step in the competitive set of air carries listed



below, plus one dollar (\$1). The competitive set consists of the following companies:

767 competitive set	777 competitive set
ATI (amendable March 2021)	Kalitta Air
AmeriJet (amendable June 2026)	
ABX (amendable May 2030)	

As an example, if ATI's current pay rate for year three (3) of longevity is \$100 for First Officers, and that rate is the highest of the three (3) other carriers in the set and the Company, the Company's pay rate for year three (3) of longevity will be adjusted to \$101 per hour as of July 1, 2025. If the Company's pay rate for year six (6) of longevity is the highest by at least \$1 among itself and the three other carriers in the competitive set, the rate will remain the same for that step.

If an air carrier listed above exits the A/CMI market, or if an air carrier enters the A/CMI market, such carrier will be evaluated as possible competitors to be used in the pay evaluation going forward, and the parties will meet and confer on any such removal or addition of an air carrier.

- b. During the term of this CBA, if an air carrier listed in the competitive set above (or if another carrier is added or removed later under the process outlined in paragraph 2.a of this LOA) establishes a higher pay rate through the Section 6 bargaining process which is ratified by their pilots, the Company will meet and confer with TAPA on the new hourly rates established by that carrier. If the new pay rates for Pilots at that air carrier on the list are higher than those of the Company Pilots, the Company will match the new higher pay rate of that air carrier, plus one dollar (\$1.00), starting in the following bid period after such pay rates are implemented for that air carrier. For example, if the pilots at ABX ratify a new CBA and establish pay rates that are higher than those of the Company at any of the longevity steps, and such pay rates are implemented on 1/1/2026, the Company will implement new pay rates for the Pilots of TAPA effective the February 2026 bid period. The new pay rates for Company Pilots are intended to be an adjustment at the time an air carrier on the list ratifies a new CBA. If such air carrier on this list has similar language about matching or exceeding pay rates at other carriers if they are increased, there will be only one adjustment by the Company (not repeated increases).

- c. The First Officer pay scale under Section 5.F for the Boeing 767 and Boeing 777 shall be modified effective July 1, 2025, and published on the Company portal.



- d. The Captain pay scale under Section 5.G for the Boeing 767 and Boeing 777 shall be modified effective July 1, 2025, and published on the Company portal.
3. (Section 8.B) of the parties collective bargaining agreement, and the LOA of (May 12th, 2022) shall be modified as outlined below effective July 1, 2025:
 - B. 401k plan.
 1. The Company will make a direct contribution of 10% of a Pilot's gross bi-weekly pay to the Pilot's 401k plan beginning July 1, 2025. The Company will make a direct contribution of 12% of a Pilot's gross bi-weekly pay to the Pilot's 401k plan beginning January 1st 2026.
 2. The above referenced Company contribution replaces the LOA dated May 1, 2022, wherein the Company matching 401K contributions resides.
 4. Section 5.P of the Parties' CBA shall be modified as outlined below effective July 1, 2025:
 - A. 5.P.1 and 5.P.2 shall be replaced by the following
 - a. 5.P.1 Per-diem is a single worldwide rate of \$3.55 per hour starting at the report time at an assigned base and ending *30 minutes after block in at the completion of a Pilot's assigned Base.*
 5. Section 6.B of the Parties' CBA shall be modified as outlined below effective July 1, 2025:
 - a. 6.B.2. For a 30-day bid periods, Bid Lines will consist of seventeen (17) days of duty, Twelve (12) G-Days (days off), and one Open Day, scheduled as follows:
 - i. Twelve (12) Consecutive Days Off (G-days) in a row; or,
 - ii. Two (2) days Off (G-days) periods consisting of one set of Six (6) and one set of Six (6) days Off (G-Days); and
 - iii. One Open Day which shall proceed or immediately follow the monthly Bid Line described above.
 - iv. Within three days of the Bid Awards pilots shall notify Scheduling of their intent to be available on their open day. Without such notification it is understood the pilot does **Not** wish to work on the Open Day.
 - v. After the three-day notification period pilots may advise Scheduling of their desire to be available for Open Day assignment, priority shall be given to pilots that advised within the three-day period.
 - vi. All Open Day assignments shall be predicated on departure station, travel accommodations.
 - b. 6.B.3. For a 31-day bid periods, Bid Lines will consist of seventeen (17) days of duty, Twelve (12) G-Days (days off), and two Open Days, scheduled as follows:



- i. Twelve (12) Consecutive Days Off (G-days) in a row; or,
 - ii. Two (2) days Off (G-days) periods consisting of one set of Six (6) and one set of Six (6) days Off (G-Days), and
 - iii. Two Open Days which shall proceed or immediately follow the monthly Bid Line described above
 - iv. Within three days of the Bid Awards pilots shall notify Scheduling of their intent to be available on their open day. Without such notification it is understood the pilot does **Not** wish to work on the Open Day.
 - v. After the three-day notification period pilots may advise Scheduling of their desire to be available for Open Day assignment, priority shall be given to pilots that advised within the three-day period.
 - vi. All Open Day assignments shall be predicated on departure station, travel accommodations.
6. All daily pay rates affected by the reduction of days of work from 18 to 17 shall be treated equally effective July 1, 2025:
- a. A Pilot's daily rate for these pay calculations will be paid at 75 hours divided into 17 days, a rate of four (4) hours and twenty-five (25) minutes per day, for pay calculations, decimal equivalent 4.42 shall be used.

7. CBA Extension

Effective the date of signing this LOA, Section 20.A of the CBA shall be revised and amended to read as follows:

This Agreement shall become effective March 02, 2021 and shall continue in force and effect until **June 1, 2030**, and shall renew itself without change thereafter, unless written notice by either party of intended change is served in accordance with Section 6, Title II, of the Railway Labor Act as amended no more than one hundred 180 days prior to **June 1, 2030** or any time thereafter. Thereafter the parties shall engage in bargaining and arbitration, if necessary, pursuant to subsection D below.

Dated: June 5, 2025

Tim Strauss

For 21 Air, LLC

For 21 Air Pilots Association

TAPA Rates LOA June 2025

CAPTAIN PROPOSED RATES

	Current	7/1/25	9/1/2025	1/1/2026	9/1/2026	1/1/2027	9/1/2027	1/1/2028	1/1/2029	1/1/2030
1	180.50	180.50	180.50	180.50	180.50	180.50	180.50	180.50	180.84	186.24
2	220.91	220.91	225.77	225.77	230.73	230.73	235.81	240.99	248.22	255.67
3	237.85	239.43	243.08	244.62	248.43	251.93	253.89	259.46	267.21	275.20
4	244.73	248.96	250.11	252.32	255.61	259.86	261.24	267.63	275.63	283.87
5	251.61	256.41	257.15	262.57	262.81	270.41	270.41	278.49	286.81	295.39
6	258.54	264.07	264.23	270.27	270.27	278.35	278.35	286.67	295.24	304.06
7	265.43	271.96	271.96	277.96	277.96	286.27	286.27	294.83	303.64	312.72
8	272.33	280.09	280.09	285.65	285.65	294.19	294.19	302.99	312.04	321.38
9	279.21	288.46	288.46	293.35	293.35	302.12	302.12	311.16	320.46	330.04
10	286.11	297.09	297.09	301.01	301.01	310.01	310.01	319.28	328.83	338.67
11	292.74	305.97	305.97	308.71	308.71	317.94	317.94	327.45	337.25	347.33
12	299.90	321.22	321.22	321.22	321.22	324.56	324.56	334.27	344.27	354.57

FIRST OFFICER PROPOSED RATES

	Current	7/1/25	9/1/2025	1/1/2026	9/1/2026	1/1/2027	9/1/2027	1/1/2028	1/1/2029	1/1/2030
1	112.20	112.20	112.20	112.20	112.20	112.69	112.69	116.04	119.49	123.05
2	148.21	148.21	151.47	151.47	154.81	154.81	158.21	161.69	166.54	171.54
3	161.06	163.12	164.61	166.65	168.23	171.62	171.93	176.74	182.01	187.44
4	164.38	169.59	169.59	171.88	171.88	177.00	177.00	182.28	187.72	193.32
5	168.18	174.67	174.67	178.86	178.86	184.20	184.20	189.69	195.35	201.19
6	172.05	179.87	179.87	184.08	184.08	189.57	189.57	195.23	201.06	207.06
7	177.16	185.28	185.28	189.36	189.36	195.01	195.01	200.83	206.83	213.00
8	182.29	190.78	190.78	194.57	194.57	200.37	200.37	206.35	212.51	218.86
9	187.03	196.48	196.48	199.80	199.80	205.77	205.77	211.91	218.24	224.76
10	193.43	202.35	202.35	205.01	205.01	211.13	211.13	217.43	223.93	230.62
11	199.07	207.24	207.24	209.10	209.10	215.35	215.35	221.78	228.40	235.22
12	206.23	217.37	217.37	217.37	217.37	219.63	220.14	226.18	232.94	239.90

Tim Strauss

