



# CONSIDERING A CAREER WITH ABX AIR?

## Here Are A Few Things You Should Know:

### New Hire Schedules:

- All new hire pilots start on a reserve schedule which could include:
  - Airport standby reserve consisting of up to 12 hours (for up to two years), sometimes with no food provided.
  - A two-hour call out to report for a 16-hour duty day.
- Most junior new hires can expect to work 17 to 34 days of reserve duty in a row without scheduled days off. No hotel is provided while on reserve. Per diem is paid only if a trip is assigned.
- Most flying is conducted on the back side of the clock. Typical flights take off around 10:00 pm and have a three-hour sit in the middle of the night, followed by another leg finishing around 9:00 or 10:00 a.m.
- Passenger carriers operate under part 117 rest rules; these do not apply to cargo operations. As an all-cargo carrier, ABX is not subject to part 117 rest rules and is instead subject only to the old part 121 rest rules.
- When junior manned on a day off; you are required to work (this happens quite frequently).
- Management frequently denies trip trades.
- Schedule bids and open time are conducted via email, there is no app or interactive website for scheduling.
- There are no Trip/Duty rigs or minimum-day credits.

### New Hire Training:

- Condensed training with intense self-study requirements. Some new hires have failed to make it through the training program. A 121 program failure will go on a pilot's permanent training record and be made available to potential future employers.
- Many recent new hire pilots quit within the first two years of employment, attributable to factors such as low morale, bad schedules or impending training failures. Many returned to previous employers, while others moved on to competitors such as Kalitta or Atlas.

### Upgrades and Growth:

- Upgrades are slow; just an estimated 10 pilots per year upgrade. There are currently more than 100 first officers.
- ABX Air is a subsidiary of ATSG Inc., which also owns ATI and Omni. ATSG routinely attempts to whipsaw one pilot group against the other.
- There has been a steady loss of aircraft over the past few years and ABX **currently has no airplanes scheduled to be added to the existing fleet.**

### Pilot Contract:

- The pilots have been in negotiations for over four years with no end in sight to reach a deal. Pilots gave huge pay concessions in 2009 to keep the company alive. To date, management has refused to reinstate 2009 pay and further insists on additional work rule concessions.
- First-year pay is only \$51 an hour with a 68-hour guarantee. **Management has proposed to lower it to a 64-hour guarantee.**
- Management has been telling new hires for three years that a new contract is "very close" or "will happen soon."

### Labor disputes:

- Pilots file grievances over improper pay calculations almost weekly. There are hundreds of grievances pending mediation or arbitration. Trip trades are done manually by crew scheduling. Each trade must be approved by a scheduler and most are denied. There is currently a very large number of grievances pending for trip trade denials.

**Aircraft:**

- *ABX operates some of the oldest 767s still flying today with over 100,000 hours on some airframes. None of the aircraft have ACARS or CPDLC activated.*

**Miscellaneous:**

- *There is a 60-day wait for medical insurance for new hires.*
- *The FAA has warned management to stop threatening pilots in recurrent class.*
- *Retirement contributions are nearly double at carriers such as Frontier and Spirit.*
- *Many amenities that other airlines are provided with are not provided to the pilots at ABX Air.*

**For more information about ABX, we encourage you to log on to the Airline Pilot Central forums. Read the threads for yourself to learn about how management treats the pilots.**

