

Air Japan – Summary of Contract Terms as of 13MAR2023

Aircraft Type	B787
Position	First Officer
Type of contract	Commuting Contract via Agency

Package on offer	
Commuting destination	Initial commuting destination is Tokyo area (Narita and Haneda Airport) *can be changed based on operational requirements
Duration of contract	Initial contract 5 years. Renewal contract 3 years or 5 years
Roster	10 days off per month
Commuting Days	2 days(1day for outbound and 1day for inbound) per commuting trip
Annual leave	2 days per month pro rata (from the 1 st day of training) Maximum accrued number 24 days per year
Sick leave	0.5 day per month pro rata. Maximum accrued number 12 days per 2 years
Accommodation	Hotel provided by AJX at commuting destination & outstations
Ground Transportation	Provided by AJX at outstations
Travel Benefits	Airline staff travel is available
Insurances	Provided by Agency

Salary/ benefits	
Currency that salary is paid in	USD
Basic Salary *CCB(Contract Completion Bonus) is not included in the basic salary.	Year 1: 6,800
	Year 2: 7,910
	Year 3: 8,250
	Year 4: 8,600
	Year 5: 8,960
	Year 6: 9,100
	Year 7: 9,240
	Year 8: 9,380
	Year 9: 9,520
	Year 10 or more: 9,660
Basic salary during initial training	80% of Monthly basic salary is paid
Salary Increase	Applied each year on designated anniversary date
Overtime over 70h	1/70th of Basic salary per hour with Full time work
Perdiem	For Line operation period: 5300 JPY
	For Initial, requalification, transition, and upgrade training: 4800JPY (Paid for each night for duty period at commuting destination and when away from their commuting destination on duty)
Pension allowance *	USD600 per month pro rata after qualification
Contract Completion Bonus (CCB)	For 5years contract: FO USD18,000
Commuting Allowances/Tickets	USD2,000 per month or
	Economy class confirmed tickets from Japan to the Flight Crew Member's registered domicile and return. or Subject to availability "business class confirmed company tickets of ANA operated flights" (with economy class confirmed connection tickets on other airlines, if they are required) from Japan to the Flight Crew Member's registered domicile and return.
Days off buy back	\$700 per day (Maximum 3 days per month)
VAC off buy back	1/20th of basic salary per day
Absence Day (Day without pay)	1/20th of basic salary, CCB and Pension are deducted per day. Perdiem is not provided to the day.
Resignation Notice Period	30 Days
Upgrade to Captain	Expecting to be restored in FY2024
Incentive Bonus	Tentatively approved for FY2022 and FY2023 *Payment will be paid following fiscal year above

*Distribution in accordance with US Law and CREW pension plan agreements