

Air Japan – Summary of Contract Terms as of APR 2024

Aircraft Type	B787
Position	First Officer
Type of contract	Commuting Contract/Japan Residency not allowed.

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. First commuting day after training is for the inbound leg. Not outbound leg.
Annual leave	2 days vacation accrual per month pro rata (from the date of hire). Maximum accrued number 24 days per year. Start date is two days prior to orientation date.
Sick leave	0.5 day accrual per month pro rata. Maximum accrued number 12 days per 2 years
Accommodation	Hotel provided by AJX at commuting destination & outstations. -or- 200,000 JPY. Accommodation Fee for local accommodations arranged by pilot. Restrictions apply.
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: 7,170
	Year 2: 8,330
	Year 3: 8,710
	Year 4: 9,060
	Year 5: 9,440
	Year 6: 9,590
	Year 7: 9,730
	Year 8: 9,880
	Year 9: 10,030
	Year 10 or more: 10,190
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
Per diem	For Line operation period: 10,000JPY
	For Initial, requalification, transition, and upgrade training: 6000JPY (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 5 years contract: FO USD \$18,000
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" to ANA cities and economy class confirmed connection tickets on other airlines, to pilot's domicile and return (if they are required).
Days off buy back (restrictions apply)	\$700 per day (Maximum 3 days per month)
VAC off buy back (once a year)	1/20th of basic salary per day
Absence Day (Day without pay, known as ABS)	1/20th of basic salary deducted, CCB and Incentive Bonus reduced 1% per ABS and Pension are deducted Pro-rata per day. Per diem is not paid for the day.
Resignation Notice Period	Minimum 30 Days notice
Upgrade to Captain	Program commenced early 2024
Annual Incentive Bonus	For one full fiscal year of service: USD \$15,000

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