

附件二：外籍飞行员薪酬以及福利概况表 Annex II: Summary Statement on Salary and Benefits of Foreign Pilots

项目 Item		方式一 Method I				方式二 Method II			方式三 Method III	
休假方式 Method for taking leave		90	110	120	130	4+4	3+3	2+2	6+3	
年工作时间 Annual working hours		275	255	245	235	197	190	183	243	
月工资 Monthly salary	A330	无基地 No base	\$23000	\$21500	\$20700	\$19900	\$14100	---	---	\$20500
		有基地 base	\$22000	\$20500	\$19700	\$18900	\$13100	---	---	\$19500
	A320	无基地 No base	\$21666	\$19737	\$18656	\$17648	\$14100	\$14100	\$14100	\$18354
		有基地 base	\$20666	\$18737	\$17656	\$16648	\$13100	---	---	\$17354
	E190	无基地 No base	\$19333	\$18000	\$17333	\$16666	\$14000	---	\$14000	\$17200
		有基地 base	\$18333	\$17000	\$16333	\$15666	\$13000	---	---	\$16200
月基准飞时数 Monthly benchmark flight hours		80 小时 80hours	80 小时 80hours	80 小时 80hours	80 小时 80hours	80 小时 80 hours	80 小时 80hours	80 小时 80 hours	80 小时 80hours	
假期说明 Leave description		运行淡季月最多休 14 天，运行旺季月（一、二、七、八月）最多休 11 天，模拟机训练月最多休 5 天，每次休假间隔不少于 7 天。Rest for not more than 14 days in the operating off-season month, for not more than 11 days in the operating on-season month (January, February, July, August) and for not more than 5 days in the simulator training month, and every leave interval is not less than seven days.				以每月 15 日为分界点，上一个月休一个月 Work for a month and rest for a month with the 15th day of each month as the boundary	外籍飞行员实行上 22 天休 22 天的休假方式 leave of working for 22 days and take leave for another 22 days	以每月 15 号或 16 号为分界点，上半月休半个月 Work for half a month and rest for half a month with the 15th or 16th day of each month as the boundary	每工作 42 天可享受 21 天的休假 May enjoy 21 days of leave when working for every 42 days	
						模拟机训练月只有 7 天假期 There is only 7 days of leave in the simulator training month	模拟机训练的月份需在相应的工作天数基础上多工作 7 天。 in the same month, they need to add to another 7 working days accordingly			

	所有假期均在外籍飞行员开始飞行后执行，报到至下机队飞行期间无休假。 All the leaves shall be implemented after the foreign pilots commence flight and there is no leave after the foreign pilots report to the fleet flight period.
旅行补贴 Travel allowance	每合同年 8000 美元； Travel allowance for each contract year is USD 8,000;
年终奖 Year-end bonus	第一合同年 12000 美元； 第二合同年 18000 美元； 第三合同年及以上 23000 美元 Year-end bonus for the first contract year is USD 12,000; Year-end bonus for the second contract year is USD 18,000; year-end bonus for the third year and subsequent years is USD 23,000.
超时小时费标准 Standard for pay for overtime hours	A330: \$300/小时； A320: \$280/小时； E190: \$240/小时。 A330: \$300/hour; A320: \$280/hour; E190: \$240/hour.
病假 Sick leave	每一合同年享有 5 天病假。 To enjoy five days of sick leave each contract year.
续签合同奖 Contract Renewal Award	20,000 美元，在第一个 4 年服务期满后，可享受忠诚奖励。此后按照每年 5000 美元的标准随合同年最后一个月工资发放。 USD 20,000, and upon expiration of the first four-year service period, each pilot may enjoy the loyalty rewards., and such award shall be granted in the last month of the contract year thereafter in accordance with the standard of USD 5,000 per year.
健康保险 Health insurance	本保单累计最高赔付额为人民币 1280 万元，包含普通门诊全额、中国大陆单人病房条件、普通门诊全额、门诊精神治疗、牙科、体检、视力检查，保障范围为全球除美（紧急医疗除外）。飞行员配偶、子女均可参保（64 岁以下），保费需自行承担。 The cumulative maximum compensation on this policy amounted is RMB 12.8 million Yuan, including full amount of general outpatient fee, single room conditions on Mainland China, full amount of general out-patient fee, outpatient psychiatric treatment, dental, medical examination, vision screening, covering the worldwide scope except the United States (emergency medical excluded). Pilots' spouses, children may be insured (64 years old or below), and the premium shall be paid by themselves.
停飞保险 Flight stoppage insurance	临时停飞 3 天后起赔，按人民币 800 元/天赔付，永久停飞可一次性赔付人民币 130 万元（45 岁以下）或人民币 150 万元（45 岁以上）。 Begin to make a claim if temporary flight stoppage lasts for 3 days or more, compensation shall be made by RMB 800 Yuan / day, and in the case of permanently flight stoppage, compensation shall be made in the lump-sum basis with RMB 1.3 million Yuan (for pilots aged at 45 years or below), or RMB 1.5 million Yuan (for pilots aged more than 45 years).
雇主责任险 Employer liability insurance	参照航空公司福利政策 Refer to Airlines benefit policy
子女教育 Children education	外籍飞行员子女就读天津惠灵顿国际学校，甲方承担其子女（至多两名）学费总额的 30%。 对选择非天津地区（仅限中国大陆地区）的其余的教育机构的飞行员，为飞行员每月提供 1000 美元的补贴。 Children of foreign pilots shall attend Tianjin Wellington International School, and Party A shall bear 30% of total tuition of their children (up to two). Where some foreign pilots select the remaining education institution beyond Tianjin (only limited to Mainland China), provide each pilot with the monthly subsidy of USD 1,000.
假期补偿标准 Leave indemnification standard	A330 机型假期补偿标准：\$850/天； A320 机型假期补偿标准：\$850/天； E190 机型假期补偿标准：\$800/天； Leave indemnification standard for A330 type rating: \$ 850 / day; Leave indemnification standard for A320 type rating: \$ 850 / day; Leave indemnification standard for E190type rating: \$ 800 / day;

教员补助 Teacher subsidy	航线带飞教员补助为\$500/月。Subsidy for route flight teacher is USD 500/month.
员工福利机票 Employee benefit air ticket	甲方和海南航空航线网络所飞国内航线不订座的四分之一优惠机票，外籍飞行员及其在甲方的人事系统中的直系亲属可享受甲方国内不订座的四分之一优惠机票。As for a quarter of discount tickets not booked in domestic route flew by Party A and Hainan Airlines route network, foreign pilots and their immediate family members in the Party A's personnel system may enjoy a quarter of discounted air tickets of Party A not booked in China.