Join Our Team

ABX Air is an all-cargo Part 121 scheduled airline, operating a fleet of over 30 Boeing 767 freighters. All crews are based at Cincinnati/Northern Kentucky International Airport (CVG).



Pilots can commute to CVG and live anywhere in the world.

Our pilots enjoy strong protections while commuting, thanks to what is arguably the best commuter clause in the industry. Pilots need only one attempt at a listed flight for domestic commutes to arrive at work before their duty starts. If a trip includes a commercial deadhead, the ticket can be changed to travel to or from their residence with a "no middle seat provision." Business class is available for travel that meets certain criteria.

ABX Air's primary customers are Amazon, DHL, and the Department of Defense.

Pay scales for 2026-2030
See back panel for current pay scales.

Retirement - Direct Co. Contributions

The company's direct contribution rates:

Period Starting	DC Contribution Rate
January 1, 2026	14%
January 1, 2027	15%
January 1, 2028	15%
January 1, 2029	15%
January 1, 2030	15%

This company contribution goes directly into the pilot's 401(k), with no matching contribution required. An extra 1% bonus may be earned by meeting on-time performance goals. Pilots may opt elective contributions up to the IRS limits. Any contribution that exceeds the IRS limits is given to the pilot through a cash over cap provision.

PAY SCALES for 2026-2030

Boeing 767 and Airbus 330 Hourly Rates

CA Rates

Longevity	01-01-26	01-01-27	01-01-28	01-01-29	01-01-30
1	$164.58	$169.52	$174.60	$179.84	$185.24
2	$210.30	$216.61	$223.11	$229.80	$236.69
3	$243.62	$250.93	$258.46	$266.21	$274.20
4	$251.32	$258.86	$266.63	$274.63	$282.87
5	$261.57	$269.41	$277.49	$285.82	$294.39
6	$269.27	$277.35	$285.67	$294.24	$303.06
7	$276.96	$285.27	$293.83	$302.64	$311.72
8	$284.65	$293.19	$301.99	$311.04	$320.38
9	$292.35	$301.12	$310.16	$319.46	$329.04
10	$300.01	$309.01	$318.28	$327.83	$337.67
11	$307.71	$316.94	$326.45	$336.25	$346.33
12	$314.14	$323.56	$333.27	$343.27	$353.57

FO Rates

Longevity	01-01-26	01-01-27	01-01-28	01-01-29	01-01-30
1	$108.44	$111.69	$115.04	$118.49	$122.05
2	$142.99	$147.28	$151.70	$156.25	$160.94
3	$165.65	$170.62	$175.74	$181.01	$186.44
4	$170.88	$176.00	$181.28	$186.72	$192.32
5	$177.86	$183.20	$188.69	$194.35	$200.19
6	$183.08	$188.57	$194.23	$200.06	$206.06
7	$188.36	$194.01	$199.83	$205.83	$212.00
8	$193.57	$199.37	$205.35	$211.51	$217.86
9	$198.80	$204.77	$210.91	$217.24	$223.76
10	$204.01	$210.13	$216.43	$222.93	$229.62
11	$208.10	$214.35	$220.78	$227.40	$234.22
12	$212.26	$218.63	$225.18	$231.94	$238.90

Min Guarantee: **29.92 credit hrs per bi-weekly pay period**
Annual Equivalent: **780 credit hrs (approx. 65 hrs/mo)**
Base Annual Pay = 780 hrs × hourly rate

Average monthly credit can range from 65-80 hrs, with opportunities to increase credit during schedule adjustment, carry-over, training, and premium overtime.

Daily Per Diem Rates

	Domestic	Int'l	Pacific Rim	US Caribbean, Canada & Mexico
Jan-1-2026	$71.00	$93.00	$94.75	$78.50
Jan-1-2027	$74.00	$96.00	$97.75	$81.50
Jan-1-2028	$77.00	$99.00	$99.00	$84.50
Jan-1-2029	$80.00	$102.00	$102.00	$87.50
Jan-1-2030	$83.00	$105.00	$105.00	$90.50

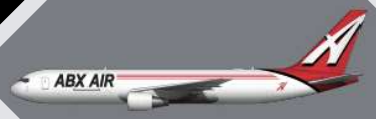
https://www.abxair.com/careers

ABX AIR Pilots

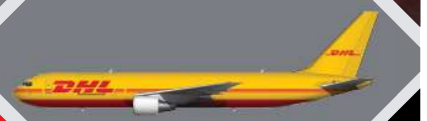
CAREER BENEFITS











ABX Air Pilots are represented by the Airline Professionals Association

https://www.abxair.com/careers

Vacation

Vacation is bid by seniority each Oct. for the upcoming year, allowing ample time to plan. Trading vacation is possible with open weeks or with other crew members. For every month that you take a week of vacation, Regular and Composite lineholders will have at least 21 days off, and Reserves will have at least 20 days off. Vacation Accrual:

Less than 1 yr:	1 day per month of service
1-4 yrs:	14 days annually
5-14 yrs:	21 days annually
15+ yrs:	28 days annually

Sick Leave

Pilots receive 12 sick days at the start of their employment. Starting in the 13th month, pilots accrue one day each month with no cap.

Minimum Days Off

Pilots with regular lines are scheduled for at least 14 days off each month. Reserve pilots are scheduled for 13 days off.

Scheduling Provisions & Types of Flying

The ABX Air pilot agreement includes highly flexible scheduling provisions. Pilots can create a schedule that suits their needs by adding, trading, or dropping trips. Schedules are typically built at 45-50 block hrs per month, with the ability to add more.

Day vs. Night Flying & Avg. hrs/mo

The ratio of night flying to day flying varies, but the typical ratio is approx. 60% night flying and 40% day flying.

Healthcare

Insurance is managed by United Healthcare, 75% of the premiums are paid by the company. Vision, dental, short- and long-term disability, and life insurance coverage are also offered.

Union Representation

Probationary pilots have voting rights and access to pilot representation beginning day one.

Destinations

Destinations we fly to depend on customer demand. As of March 2026, nearly 90% of our flights are domestic within the U.S. and the remainder cover a few locations in Central and South America. Occasionally, we operate routes in Europe or Hawaii. Common layover destinations include LAX, SFO, ONT, SCK, SMF, PDX, SEA, ORD, RFD, ATL, MIA, SJU, DFW, AFW, JFK, SAT, and PTY.

Line Bidding

Pilots bid monthly for either lineholder schedules with pre-built trips or reserve lines with designated days off. Lineholders (Regular and Composite) have a min of 14 days off per month, and Reserves have a min of 13 days off. A variety of schedule structures exist to fit different lifestyles. Options may include 14 consecutive days off, 7-on/7-off, 8-on/6-off, 9-on/5-off, and other combinations featuring 3-6 day blocks off. Reserve lines also offer multiple day-off patterns, providing ample flexibility.

Trip Trades

After the lines are awarded, pilots who do not receive the desired trips and days off can bid to trade with open trips held by scheduling or with each other. During the schedule adjustment period, you can trade for more days off, additional pay, or change flight time.

Flight Credit Bank

Pilots can drop trips into a flight credit bank and choose to take a pay reduction. Pilots can also bank time to take paid days off at a later date.

Optional Premium & Overtime Pay

There are occasional opportunities to bid open-flying or premium overtime trips at a daily min pay of 4, 5, 6, 7, or 8 hrs, all paid above the min monthly guarantee. Premium days are paid above guarantee and are the higher of:

6 hrs min day credit or 150% of credit
7 hrs min day credit or 175% of credit
8 hrs min day credit or 200% of credit

Trip Displacement Protection

Pilots displaced from their trips to be used for training are given days off with pay around 80% of the time. However, on certain trips designated in advance for training, the pilot may be displaced and pay protected but subject to rescheduling.

Hotels

Safe, single occupancy crew hotels, usually Hilton or Marriott quality hotels, are provided on trips with options for food and entertainment close by.

Hiring Requirements & Training

1500 hours
ATP CTP
FAR 121 time preferred

New hires undergo initial ground training at company headquarters in Wilmington, Ohio (ILN). Simulator training may take place in ILN, MIA or DFW. Pilots receive 65-hr guarantee starting the first day, along with per diem and a single-occupancy hotel room. New hire training typically lasts 60 days.

Upgrade Requirements & Outlook

1000 hrs FAR Part 121 time.

As of March 2026, it is an estimated 2- to 3-years to upgrade.

Roughly 20% of pilots on the seniority list will reach mandatory retirement age by the end of 2030.

Crew Meals

Flights meeting specific criteria are catered.

Life on Reserve

If you are selected for airport standby (aka R1 or Hot Reserve), you will perform this duty at a company-provided hotel.

Reserves can bid ‘No-Fly,’ which is honored based on seniority and system requirements.

Reserves can also submit trip preferences to Crew Scheduling for unassigned trips.