

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
WestJet	\$60,366	\$65,434	\$81,951	\$89,252	\$102,616	\$107,284	\$111,069	\$112,260	\$113,943	\$115,654	\$115,654
Swoop	\$53,856	\$67,158	\$81,951 "flow" to mainline WJ	\$89,252 YOS carried over	\$102,616	\$107,284	\$111,069	\$112,260	\$113,943	\$115,654	\$115,654
Encore	\$42,264	\$43,677	\$76,122 upgrade to Captain	\$78,039	\$80,424	\$83,694	\$68,256 incl REIP	\$81,558 incl REIP	\$81,951 Yr 3 mainline	\$89,252	\$102,616
Air Canada	\$42,264	\$43,677	\$58,409 yr 1 AC	\$65,134	\$72,888	\$81,624	\$110,748	\$115,296	\$153,600 787	\$159,012 787	\$177,156 777
Air Transat	\$42,264	\$60,806 yr 1 AT	\$72,336	\$84,182	\$89,885	\$103,354	\$108,048	\$111,869	\$128,947 WB	\$134,698 WB	\$140,448 WB
Flair	\$42,264	\$67,132 yr 1 Flair	\$71,712	\$74,332	\$77,155	\$80,505	\$83,596	\$86,928	\$89,760	\$92,592	\$95,424

Typically Encore pilots are hired at 1,000 hours.

Typically Swoop/Flair/AT pilots are hired at 1,500 hours.

Typically WestJet/AC pilots are hired at 2,000 hours.

The chart above is designed to show different career paths for Encore pilots and compares wages at different levels

CAREER PROGRESSION AT ENCORE

A year 2 Encore pilot meets the OTS hiring minimums for Swoop and year 3 Encore pilot meets OTS hiring minimum for WestJet. Reference to the chart above, a **year 8** Encore pilot(flowed to Swoop) will still be paid less than a **year 3** Swoop FO or WJ FO. Encore year 8 pilot generally would have 5500 to 7500 hours compared to 3000 of year 3 WJ FO (averaged).

Despite layoffs, poor WAWCONS and schedules, Encore pilots have been working hard and staying loyal to the company as they were promised a flow to Mainline at year 5. The company claims that flowing pilots right now would result in almost all training Captains flowing to Mainline. Yet, they lowered the entry minimums to 250 hours as a proactive measure seeing that many pilots will leave. When Encore starts inducting 250 hour pilots, Encore will have a huge shortage of Captains as less pilots would be eligible to upgrade and thus flow to mainline will be even more restrictive.

Based on numerous failed conversations with management, it is pretty clear that things will not improve. Pilots who are currently at Encore can use the chart above as a guide to make informed decisions about their career. Pilots who are thinking about joining Encore; you have been warned! While this is not an attempt to discourage people applying at Encore, we just want the truth to be out there.

The only just solution for retention at Encore is to give Years of service. At the very least, YOS should start at the beginning of year 3 and count as mainline FO years regardless of rank at Encore. We need to raise awareness! It's time to end this "you're lucky to be here" nonsense. Lawyers and Doctors don't say stuff like that because they worked hard for it and so did we! Our company wages compared to US carriers are already substandard. We need to blame ourselves because we have been accepting this and are divided amongst ourselves. **Please share this with your friends, online forums, p2p ALPA chat groups, your ALPA reps, telegram chat, WestJet management etc. #EncoreFlowMoraleLow!**