



Flair CA2: Executive Summary

FLEMEC Negotiations Committee | Prepared for Flair Pilots

The negotiated CA2 is a clear step forward across nearly every section of the contract. The committee reached agreement on more than 40 areas of improvement. This summary covers what is in the deal, what it means for your paycheck, and what it means for your day to day at Flair.

The full contract language governs. This document highlights the changes pilots are most likely to feel.

The Headline Numbers

Item	What You Get
Pay	Approximately 16% compounded over 3 years (2026: *up to 8%, 2027: 4%, 2028: 4%). All Captain YOS get 8% in 2026, First Officers YOS 4+ also get 8% in 2026. First Officer YOS 1-3 get 1-3% in 2026. *See charts below. <u>Years of Service Credit:</u> First Officers who upgrade to Captain are credited with 50% of their First Officer years of service toward their Captain pay scale. *Implemented at next upgrade or aircraft #21.
Per Diem	\$4.16 to \$4.88 per hour, about a 17% increase. The same numerical rate applies in USD outside Canada.
Retro Pay	Retro on MMG and per diems is paid 75 days after ratification. PPD now paid regardless of MMG status. with backpay to Jan 2023 (paid by Nov 2026). Retro on hours over MMG paid based off straight pay, paid by Nov 2026. *Pilot option to have retro deposited in Desjardin RRSP.
Duration	36 months. Expires January 1, 2029.

More Money in Your Pocket

- **Employee pension plan:** Significant financial improvements effective January 2027.
- **Working into a GDO stipend:** increased to a \$600 stipend. If known prior to check-in, working into the GDO is optional and the stipend is paid at 0100; if the extension occurs after check-in, it is not optional and the stipend is paid at 0300.
- **Uniform allowance:** \$100 to \$125 per month (increase of \$300 annually), a 25% increase worth \$300 a year, with shirt, trouser, and sweater replacement frequency doubled.
- **Medical reimbursement:** \$350 to \$450 per medical, up to 2 medicals per year, plus \$200 a year for CAME additional testing.
- **Hotel bank:** New option to decline the Company hotel and claim \$75 a night to arrange your own.
- **Vehicle reimbursement:** Now tracks the CRA rate automatically, with no more bargaining to catch up.

Pay Rates by Step (Section 21)

Hourly rates by step across the life of the contract. The Current column is the rate in effect today; the 2026, 2027, and 2028 columns show each year of the new scale. All Captain steps rise 16% over the three years (8/4/4). First Officer Steps 1 to 3 receive smaller 2026 increases (1%, 1%, and 3%) because starting pay was already aligned upward; all other steps receive the full 8% in 2026, then 4% in each of 2027 and 2028.

Captain

Step	Current	2026	2027	2028	Increase
1	\$206.00	\$222.48	\$231.38	\$240.63	+16.8%
2	\$213.21	\$230.27	\$239.48	\$249.06	+16.8%
3	\$220.42	\$238.05	\$247.58	\$257.48	+16.8%
4	\$226.60	\$244.73	\$254.52	\$264.70	+16.8%
5	\$233.81	\$252.51	\$262.62	\$273.12	+16.8%
6	\$241.02	\$260.30	\$270.71	\$281.54	+16.8%
7	\$250.29	\$270.31	\$281.13	\$292.37	+16.8%
8	\$260.59	\$281.44	\$292.69	\$304.40	+16.8%
9	\$269.86	\$291.45	\$303.11	\$315.23	+16.8%
10	\$279.13	\$301.46	\$313.52	\$326.06	+16.8%
11	\$283.25	\$305.91	\$318.15	\$330.87	+16.8%
12	\$289.43	\$312.58	\$325.09	\$338.09	+16.8%

First Officer

Step	Current	2026	2027	2028	Increase
1	\$103.00	\$104.03	\$108.19	\$112.52	+9.2%
2	\$113.30	\$114.43	\$119.01	\$123.77	+9.2%
3	\$123.60	\$127.31	\$132.40	\$137.70	+11.4%
4	\$128.75	\$139.05	\$144.61	\$150.40	+16.8%
5	\$139.05	\$150.17	\$156.18	\$162.43	+16.8%
6	\$144.20	\$155.74	\$161.97	\$168.44	+16.8%
7	\$149.35	\$161.30	\$167.75	\$174.46	+16.8%
8	\$151.41	\$163.52	\$170.06	\$176.87	+16.8%
9	\$153.47	\$165.75	\$172.38	\$179.27	+16.8%
10	\$156.56	\$169.08	\$175.85	\$182.88	+16.8%

Job Security and Scope (Section 1)

- **Two pilot crew minimum:** Blocks the Company from running single pilot operations. Future proofing.
- **Wet lease protection:** expanded and clarified
- **Management Revenue Flying:** No more pre-bid flight selection. Any revenue flying by management must displace a pilot who gets full pay protection. Displaced pilots are subject to reassignment.
- **LOU #2 (port bases):** Extended into CA2.

Scheduling, Duty and Reserve (Section 8)

- **Reserve call out:** Increased from 90 minutes to 2 hours, for more notice and more rest before report.
- **Delayed check in:** Notice extended from 90 minutes to 2 hours. A Pilot may call 3 hours in advance to confirm there is no delay. If there is no delay, the FDP begins at the original check-in time regardless of subsequent delays.
- **Reassignment limits:** Earlier reassignment only at pilot discretion. Up to 3 hours later allowed; beyond 3 hours is voluntary and pays \$400.

- **Credit protection:** For training displacements after roster release, duty violations requiring schedule changes, system induced fatigue, and company scheduling errors.
- **Bidding transparency:** Pre-assignments must be posted at least 48 hours before roster release, and any bidding software must produce a Reasons Report.
- **LOU #3 (65+ pilots):** Removed and folded into the contract. Cognitive testing and date of hire limits are gone.
- **More protections:** Coverage awarded in reverse seniority, no RAP adjustments within 72 hours, mixed blocks protection for pilots able to hold a line, and a hotel for a deadhead that exceeds your RDP.
- **Trip Rig (1:4):** Pairings now carry a minimum credit guarantee of one hour for every four hours of elapsed trip time, protecting pay on long, low-credit trips.
- **Seniority-based bidding:** Maintained.
- **Bidding collaboration:** The Association Scheduling Committee works with the Company on bid runs, with transparency into pilot bidding results.
- **ROIs bidding software (LOU):** An LOU covers implementation, training, testing, and full transparency of the ROIs bidding software for the Association Scheduling Committee.
- **Implementation:** These changes take effect no later than 90 days after ratification.

Training (Sections 15, 16)

- **Command upgrade:** The career First Officer designation is removed, and a pilot may withdraw from the upgrade early without a failure designation.
- **Simulator event bidding:** Training pilots may bid on simulator events, effective February 2027.
- **Proficiency checks:** No PPC will be scheduled between midnight and 0500 local.

Instructor stipends

The training premium for each role rises across the board, paid on top of the existing pay credit:

Role	Old	New	Increase
Ground instructor (per day)	\$200	\$250	+\$50 (25%)
Simulator / FTD instructor (per event)	\$250	\$350	+\$100 (40%)
Simulator check pilot, PPC (per event)	\$300	\$400	+\$100 (33%)
Line indoctrination / assessment (per event)	\$125	\$250	+\$125 (100%)
Line check (per event)	\$150	\$275	+\$125 (83%)

Commuting (Section 10)

The single biggest commuting win is the removal of the Commuting Policy cancellation clause. The Company can no longer suspend or cancel the policy unilaterally, so every commuting protection now sits on solid ground until both sides agree to change it in bargaining.

- **Options widened:** Confirmed seats on Flair or any other airline, plus trains, buses, and taxis now count as valid commuting options.
- **Late arrival protection:** Delays from storms, road closures, or cancelled regional flights cannot result in discipline if you notify the Company in a timely manner.

Working Conditions (Sections 11 to 13)

- **Hotels:** Standards moved from “where feasible” to “shall, at a minimum, provide.” Private bathroom, in room Wi-Fi, independent temperature control, and blackout curtains are required.

- **Extended stay criteria:** Triggers at 4 consecutive days, down from 14, and includes laundry, fridge, microwave, coffee maker, and a safe.
- **Ground transport:** Pickup window tightened from 40 to 30 minutes, with a clear escalation path.
- **Relocation:** Distance trigger cut from 80 km to 40 km, house hunting trips doubled, dependents under 25 included, and 7 paid GDOs applied to voluntary moves.

Benefits and Pension (Section 22)

- **LTD premium payments stop at age 65:** No LTD or STD premiums once a pilot reaches 65, LTD premium payments stop 26 weeks earlier to match the LTD elimination period.
- **Flexible LTD Plan:** implemented by Jan 1, 2028
- **Return to Work Program (new):** Supports a safe return after illness, injury, or medical leave. Optional and individualized, with seniority and service preserved.
- **Pregnancy related medical leave (new):** Non-flying duties where available, seniority and service keep accruing.
- **Benefits plan protected:** No new plan can reduce overall benefits, and a flexible benefits program arrives by January 1, 2028 without diminishing the base plan.
- **Pension security:** The Company maintains a DCPD plus a separate RRSP. The employer match applies to the DCPD only; the RRSP is not matched. All contributions vest immediately (the old plan vested the employer match only after one year), and missed Company remittances are corrected within 5 business days.

Pension contributions improve at every stage. The old plan matched 3% to 7% and only hit its ceiling after 20 years. The new plan, effective January 1, 2027, reaches 6% by year four, tops out at 10%, and the employer match now vests immediately:

Old Plan vs New Plan

Years of Service	Old Plan	New Plan	Overall Increase
1 to 3 years	3%	3%	+0%
4 years	3%	6%	+100%
5 to 6 years	4%	6%	+50%
7 to 10 years	4%	8%	+100%
11 years	6%	8%	+33%
12 to 20 years	6%	10%	+67%
Over 20 years	7%	10%	+43%

Safety and Health (Sections 17, 31, 32)

- **Fatigue credit protection:** System-induced fatigue book-offs are fully credit protected.
- **Fatigue Committee:** Joint Fatigue Committee created with Association representation, SAFTE-FAST training and fatigue modelling software access.
- **Non punitive reporting:** A formal commitment to a non-punitive framework so pilots can report errors and hazards without fear of discipline.
- **Medical privacy:** The Company shall not require or request disclosure of any medical diagnosis or specific condition.
- **Medical hold protections:** If held out for a Company medical, pilots keep seniority, compensation, vacation, and all other benefits.
- **Safety meetings:** Held collaboratively with the Association, including trend analysis.

- **SMS reporting:** Option to copy the Central Air Safety Committee on SMS reports.
- **Representation:** A right to Association representation in any safety meeting.

Sick Bank Carry Over (Section 27)

- **Carry forward up to 5 days:** Unused sick days will be carried over to a maximum sick bank of 15 days.
- **Preserved on position award:** Your full balance carries over when you upgrade or transfer.

Due Process (Sections 36, 37)

- **Held out of service:** Capped at 14 days, with extensions requiring Association agreement. The old language was open ended.
- **Written notice:** The Company must advise the pilot and Association in writing of the reason for a hold within 2 business days.
- **Investigation meetings:** Default to remote, with pay protection of 4 credit hours if a meeting causes pairing changes.
- **Grievance window:** Extended from 14 to 30 days, and discipline and dismissal are now explicitly grievable.

Implementation Dates

- **July 1, 2026:** Pay rates, training premiums, and per diem rates (retroactive if payroll lags).
- **August 1, 2026 pairings:** Credit protection, including fatigue book-offs.
- **September 1, 2026:** Trip Rig (1:4), Joint Scheduling Committee, reserve and day-of-ops scheduling rules, and SMS reports to the Central Air Safety Committee.