



**WHAT IS  
OUR  
VALUE?**

# 2003 HOURLY PAY TABLE

2003 PAY TABLE - EXTRACTED FROM ACPA 2003 COLLECTIVE AGREEMENT

STAT	YOS	DC9		B737		A319/320		B767		A330/340		B747-400	
		DAY	NIGHT	DAY	NIGHT	DAY	NIGHT	DAY	NIGHT	DAY	NIGHT	DAY	NIGHT
CA	1												
CA	2												
CA	3	\$164.1315	\$189.3927	\$170.6345	\$195.8959	\$181.2021	\$206.4639	\$201.3790	\$227.9183	\$227.0003	\$255.6578	\$263.3040	\$288.5651
CA	4	\$165.9615	\$191.2227	\$172.4645	\$197.7259	\$183.0321	\$208.2939	\$203.2090	\$229.7483	\$228.8303	\$257.4878	\$265.1340	\$290.3951
CA	5	\$167.7015	\$192.9627	\$174.2045	\$199.4659	\$184.7721	\$210.0339	\$204.9490	\$231.4883	\$230.5703	\$259.2278	\$266.8740	\$292.1351
CA	6	\$169.5815	\$194.8427	\$176.0845	\$201.3459	\$186.6521	\$211.9139	\$206.8290	\$233.3683	\$232.4503	\$261.1078	\$268.7540	\$294.0151
CA	7	\$171.3315	\$196.5927	\$177.8345	\$203.0959	\$188.4021	\$213.6639	\$208.5790	\$235.1183	\$234.2003	\$262.8578	\$270.5040	\$295.7651
CA	8	\$173.2315	\$198.4927	\$179.7345	\$204.9959	\$190.3021	\$215.5639	\$210.4790	\$237.0183	\$236.1003	\$264.7578	\$272.4040	\$297.6651
CA	9	\$175.0315	\$200.2927	\$181.5345	\$206.7959	\$192.1021	\$217.3639	\$212.2790	\$238.8183	\$237.9003	\$266.5578	\$274.2040	\$299.4651
CA	10	\$176.8415	\$202.1027	\$183.3445	\$208.6059	\$193.9121	\$219.1739	\$214.0890	\$240.6283	\$239.7103	\$268.3678	\$276.0140	\$301.2751
CA	11	\$178.6315	\$203.8927	\$185.1345	\$210.3959	\$195.7021	\$220.9639	\$215.8790	\$242.4183	\$241.5003	\$270.1578	\$277.8040	\$303.0651
CA	12	\$180.4415	\$205.7027	\$186.9445	\$212.2059	\$197.5121	\$222.7739	\$217.6890	\$244.2283	\$243.3103	\$271.9678	\$279.6140	\$304.8751
CA	13	\$182.2515	\$207.5127	\$188.7545	\$214.0159	\$199.3221	\$224.5839	\$219.4990	\$246.0383	\$245.1203	\$273.7778	\$281.4240	\$306.6851
CA	14	\$184.0715	\$209.3327	\$190.5745	\$215.8359	\$201.1421	\$226.4039	\$221.3190	\$247.8583	\$246.9403	\$275.5978	\$283.2440	\$308.5051
FO	1												
FO	2												
FO	3	\$89.4240	\$101.3473	\$92.4934	\$104.4168	\$97.4813	\$109.4049	\$107.0048	\$119.5313	\$119.0980	\$132.6244	\$136.2334	\$148.1566
FO	4	\$94.0838	\$106.5123	\$97.2833	\$109.7119	\$102.4826	\$114.9114	\$112.4096	\$125.4669	\$125.0153	\$139.1147	\$142.8767	\$155.3051
FO	5	\$98.6536	\$111.5874	\$101.9832	\$114.9170	\$107.3938	\$120.3279	\$117.7244	\$131.3125	\$130.8425	\$145.5151	\$149.4300	\$162.3637
FO	6	\$103.3635	\$116.8024	\$106.8231	\$120.2621	\$112.4451	\$125.8843	\$123.1791	\$137.2980	\$136.8097	\$152.0555	\$156.1232	\$169.5622
FO	7	\$107.9433	\$121.8875	\$111.5330	\$125.4773	\$117.3663	\$131.3108	\$128.5039	\$143.1536	\$142.6469	\$158.4658	\$162.6865	\$176.6307
FO	8	\$112.6731	\$127.1225	\$116.3929	\$130.8424	\$122.4375	\$136.8873	\$133.9787	\$149.1592	\$148.6341	\$165.0262	\$169.3998	\$183.8492
FO	9	\$117.3030	\$132.2576	\$121.1527	\$136.1075	\$127.4088	\$142.3638	\$139.3535	\$155.0647	\$154.5213	\$171.4865	\$176.0131	\$190.9677
FO	10	\$121.9428	\$137.4027	\$125.9226	\$141.3826	\$132.3900	\$147.8503	\$144.7382	\$160.9803	\$160.4185	\$177.9569	\$182.6364	\$198.0962
FO	11	\$123.7328	\$139.1927	\$127.7126	\$143.1726	\$134.1800	\$149.6403	\$146.5282	\$162.7703	\$162.2085	\$179.7469	\$184.4264	\$199.8862
FO	12	\$125.5428	\$141.0027	\$129.5226	\$144.9826	\$135.9900	\$151.4503	\$148.3382	\$164.5803	\$164.0185	\$181.5569	\$186.2364	\$201.6962
FO	13	\$127.3528	\$142.8127	\$131.3326	\$146.7926	\$137.8000	\$153.2603	\$150.1482	\$166.3903	\$165.8285	\$183.3669	\$188.0464	\$203.5062
FO	14	\$129.1728	\$144.6327	\$133.1526	\$148.6126	\$139.6200	\$155.0803	\$151.9682	\$168.2103	\$167.6485	\$185.1869	\$189.8664	\$205.3262
RP	1												
RP	2												
RP	3												
RP	4							\$90.9609	\$100.8335	\$100.4920	\$111.1526	\$113.9970	\$123.3941
RP	5							\$94.4883	\$104.6263	\$104.2756	\$115.2228	\$118.1436	\$127.7934
RP	6							\$98.1557	\$108.5591	\$108.1992	\$119.4330	\$122.4303	\$132.3326
RP	7							\$101.6931	\$112.3619	\$111.9928	\$123.5131	\$126.5869	\$136.7419
RP	8							\$105.3805	\$116.3146	\$115.9364	\$127.7433	\$130.8936	\$141.3011
RP	9							\$108.9678	\$120.1674	\$119.7800	\$131.8735	\$135.1002	\$145.7604
RP	10							\$112.5652	\$124.0302	\$123.6336	\$136.0137	\$139.3168	\$150.2296
RP	11							\$114.3552	\$125.8202	\$125.4236	\$137.8037	\$141.1068	\$152.0196
RP	12							\$116.1652	\$127.6302	\$127.2336	\$139.6137	\$142.9168	\$153.8296
RP	13							\$117.9752	\$129.4402	\$129.0436	\$141.4237	\$144.7268	\$155.6396
RP	14							\$119.7952	\$131.2602	\$130.8636	\$143.2437	\$146.5468	\$157.4596

# 2003 HOURLY PAY TABLE INFLATION ADJUSTED TO JUNE 2022

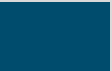
2003 PAY TABLE INFLATION ADJUSTED TO JUNE 2022 BY BANK OF CANADA INFLATION CALCULATOR

STAT	YOS	DC9		B737		A319/320		B767		A330/340		B747-400	
		DAY	NIGHT	DAY	NIGHT	DAY	NIGHT	DAY	NIGHT	DAY	NIGHT	DAY	NIGHT
CA	1												
CA	2												
CA	3	\$244.8350	\$282.5171	\$254.5355	\$292.2179	\$270.2992	\$307.9823	\$300.3970	\$339.9857	\$338.6163	\$381.3647	\$392.7706	\$430.4526
CA	4	\$247.5648	\$285.2469	\$257.2653	\$294.9477	\$273.0290	\$310.7121	\$303.1268	\$342.7155	\$341.3461	\$384.0945	\$395.5004	\$433.1824
CA	5	\$250.1603	\$287.8425	\$259.8609	\$297.5433	\$275.6246	\$313.3076	\$305.7224	\$345.3111	\$343.9417	\$386.6901	\$398.0959	\$435.7779
CA	6	\$252.9647	\$290.6469	\$262.6652	\$300.3477	\$278.4290	\$316.1120	\$308.5268	\$348.1154	\$346.7461	\$389.4945	\$400.9003	\$438.5823
CA	7	\$255.5752	\$293.2573	\$265.2757	\$302.9582	\$281.0395	\$318.7225	\$311.1372	\$350.7259	\$349.3565	\$392.1049	\$403.5108	\$441.1928
CA	8	\$258.4094	\$296.0916	\$268.1100	\$305.7924	\$283.8737	\$321.5567	\$313.9715	\$353.5602	\$352.1908	\$394.9392	\$406.3450	\$444.0270
CA	9	\$261.0945	\$298.7766	\$270.7950	\$308.4774	\$286.5588	\$324.2418	\$316.6565	\$356.2452	\$354.8758	\$397.6242	\$409.0301	\$446.7121
CA	10	\$263.7945	\$301.4766	\$273.4950	\$311.1774	\$289.2587	\$326.9418	\$319.3565	\$358.9452	\$357.5758	\$400.3242	\$411.7301	\$449.4121
CA	11	\$266.4646	\$304.1467	\$276.1651	\$313.8476	\$291.9289	\$329.6119	\$322.0267	\$361.6153	\$360.2460	\$402.9943	\$414.4002	\$452.0822
CA	12	\$269.1646	\$306.8467	\$278.8651	\$316.5475	\$294.6289	\$332.3119	\$324.7266	\$364.3153	\$362.9459	\$405.6943	\$417.1002	\$454.7822
CA	13	\$271.8646	\$309.5467	\$281.5651	\$319.2475	\$297.3288	\$335.0119	\$327.4266	\$367.0153	\$365.6459	\$408.3943	\$419.8002	\$457.4822
CA	14	\$274.5795	\$312.2616	\$284.2800	\$321.9624	\$300.0437	\$337.7268	\$330.1415	\$369.7302	\$368.3608	\$411.1092	\$422.5151	\$460.1971
FO	1												
FO	2												
FO	3	\$133.3938	\$151.1797	\$137.9724	\$155.7585	\$145.4129	\$163.1993	\$159.6191	\$178.3049	\$177.6586	\$197.8358	\$203.2194	\$221.0053
FO	4	\$140.3448	\$158.8844	\$145.1175	\$163.6572	\$152.8733	\$171.4133	\$167.6814	\$187.1590	\$186.4853	\$207.5175	\$213.1292	\$231.6687
FO	5	\$147.1616	\$166.4549	\$152.1283	\$171.4217	\$160.1994	\$179.4931	\$175.6094	\$195.8788	\$195.1777	\$217.0649	\$222.9047	\$242.1979
FO	6	\$154.1873	\$174.2342	\$159.3480	\$179.3950	\$167.7343	\$187.7817	\$183.7463	\$204.8075	\$204.0790	\$226.8211	\$232.8890	\$252.9359
FO	7	\$161.0190	\$181.8196	\$166.3737	\$187.1744	\$175.0753	\$195.8763	\$191.6893	\$213.5422	\$212.7863	\$236.3834	\$242.6795	\$263.4799
FO	8	\$168.0745	\$189.6287	\$173.6232	\$195.1776	\$182.6401	\$204.1948	\$199.8560	\$222.5007	\$221.7174	\$246.1695	\$252.6937	\$274.2478
FO	9	\$174.9808	\$197.2887	\$180.7235	\$203.0315	\$190.0557	\$212.3640	\$207.8736	\$231.3101	\$230.4994	\$255.8064	\$262.5587	\$284.8665
FO	10	\$181.9021	\$204.9635	\$187.8388	\$210.9004	\$197.4862	\$220.5482	\$215.9060	\$240.1343	\$239.2963	\$265.4583	\$272.4387	\$295.5000
FO	11	\$184.5722	\$207.6337	\$190.5089	\$213.5706	\$200.1564	\$223.2184	\$218.5762	\$242.8045	\$241.9664	\$268.1284	\$275.1088	\$298.1702
FO	12	\$187.2722	\$210.3337	\$193.2089	\$216.2706	\$202.8563	\$225.9183	\$221.2762	\$245.5044	\$244.6664	\$270.8284	\$277.8088	\$300.8702
FO	13	\$189.9722	\$213.0336	\$195.9089	\$218.9705	\$205.5563	\$228.6183	\$223.9761	\$248.2044	\$247.3664	\$273.5284	\$280.5088	\$303.5701
FO	14	\$192.6871	\$215.7485	\$198.6238	\$221.6854	\$208.2712	\$231.3332	\$226.6910	\$250.9193	\$250.0812	\$276.2433	\$283.2237	\$306.2850
RP	1												
RP	2												
RP	3												
RP	4							\$135.6864	\$150.4134	\$149.9039	\$165.8063	\$170.0493	\$184.0670
RP	5							\$140.9482	\$156.0711	\$155.5479	\$171.8778	\$176.2349	\$190.6294
RP	6							\$146.4188	\$161.9376	\$161.4008	\$178.1582	\$182.6293	\$197.4006
RP	7							\$151.6955	\$167.6102	\$167.0597	\$184.2446	\$188.8297	\$203.9779
RP	8							\$157.1960	\$173.5066	\$172.9424	\$190.5547	\$195.2539	\$210.7789
RP	9							\$162.5473	\$179.2538	\$178.6759	\$196.7157	\$201.5290	\$217.4308
RP	10							\$167.9136	\$185.0159	\$184.4243	\$202.8916	\$207.8189	\$224.0976
RP	11							\$170.5837	\$187.6860	\$187.0944	\$205.5617	\$210.4891	\$226.7677
RP	12							\$173.2837	\$190.3860	\$189.7944	\$208.2617	\$213.1891	\$229.4677
RP	13							\$175.9837	\$193.0860	\$192.4944	\$210.9617	\$215.8890	\$232.1677
RP	14							\$178.6986	\$195.8009	\$195.2093	\$213.6766	\$218.6039	\$234.8825

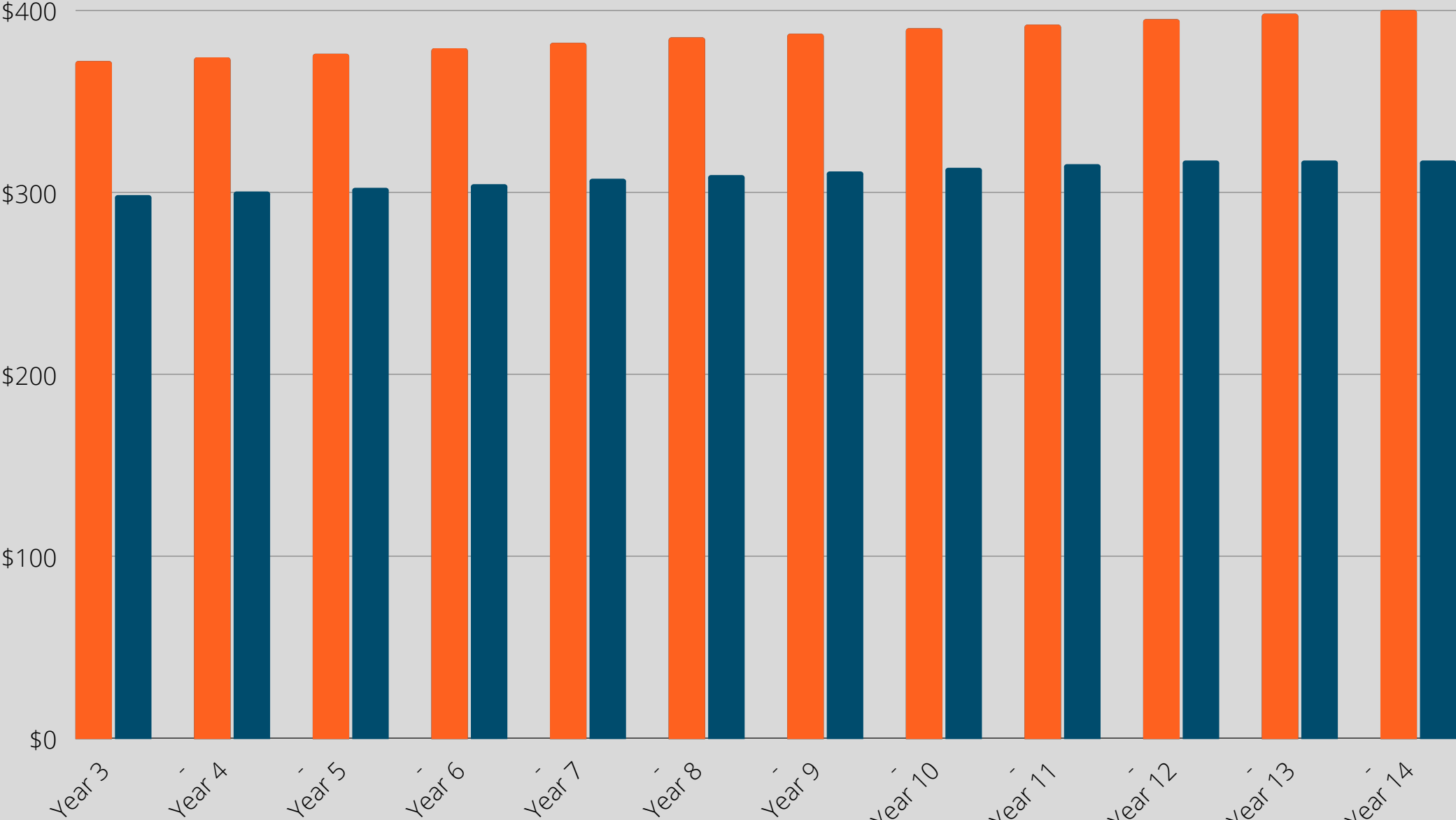
# 777 CA HOURLY PAY SCALE



2003 INFLATION ADJUSTED



APRIL 2022



SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR

# 777 FO HOURLY PAY SCALE



2003 INFLATION ADJUSTED



APRIL 2022

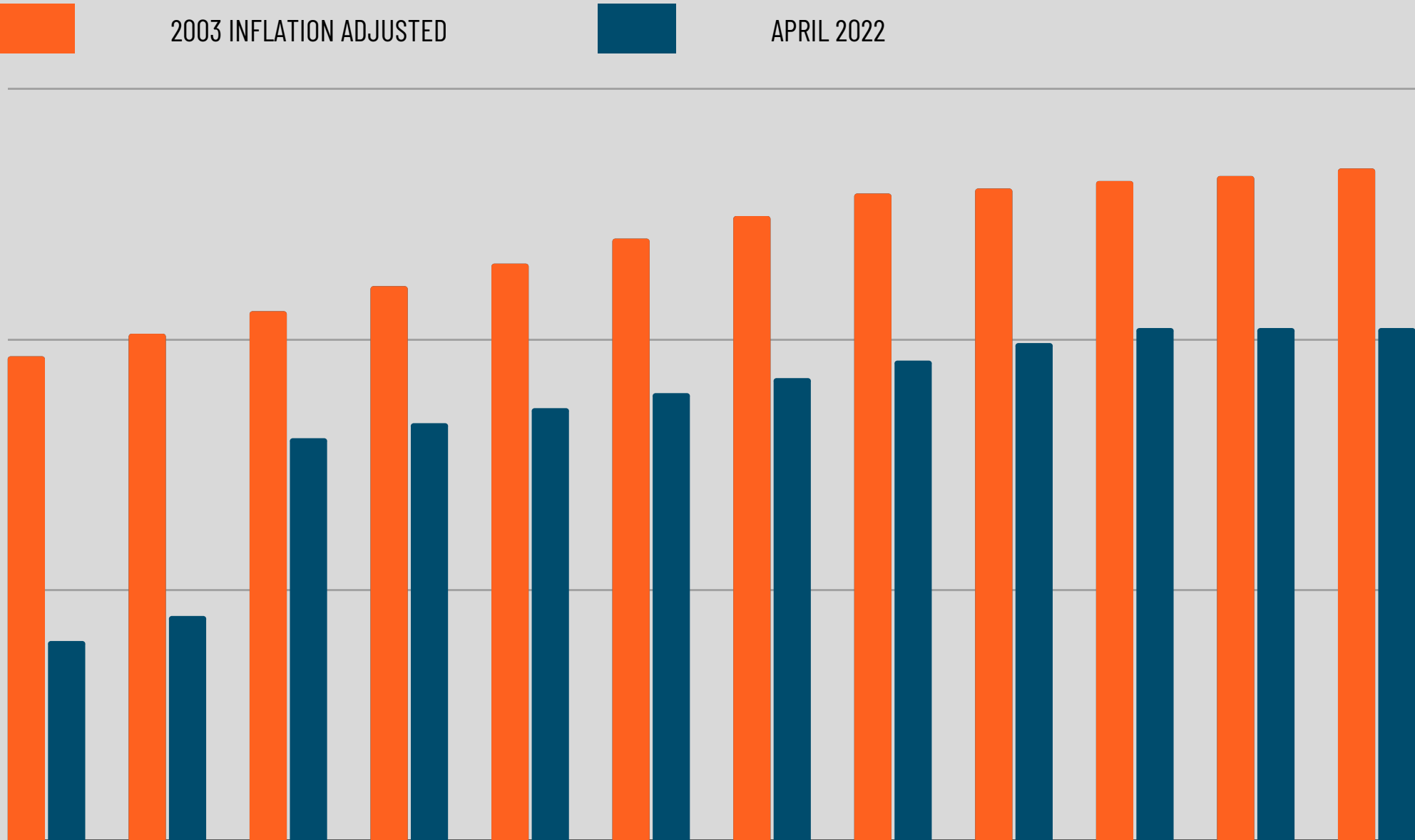
\$300

\$200

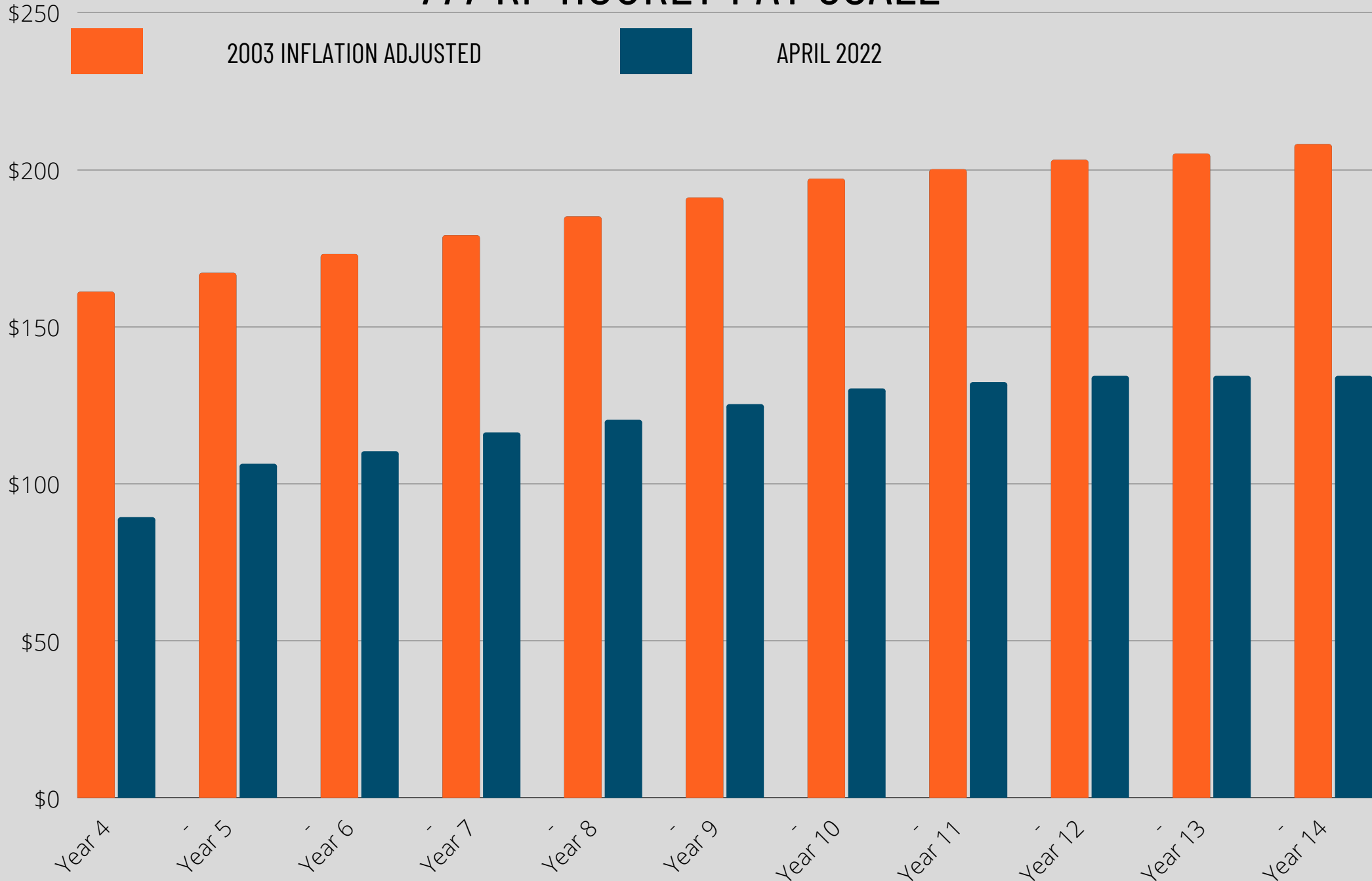
\$100

\$0

Year 3    Year 4    Year 5    Year 6    Year 7    Year 8    Year 9    Year 10    Year 11    Year 12    Year 13    Year 14



# 777 RP HOURLY PAY SCALE



SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR

# 787 CA HOURLY PAY SCALE



2003 INFLATION ADJUSTED



APRIL 2022

\$400

\$300

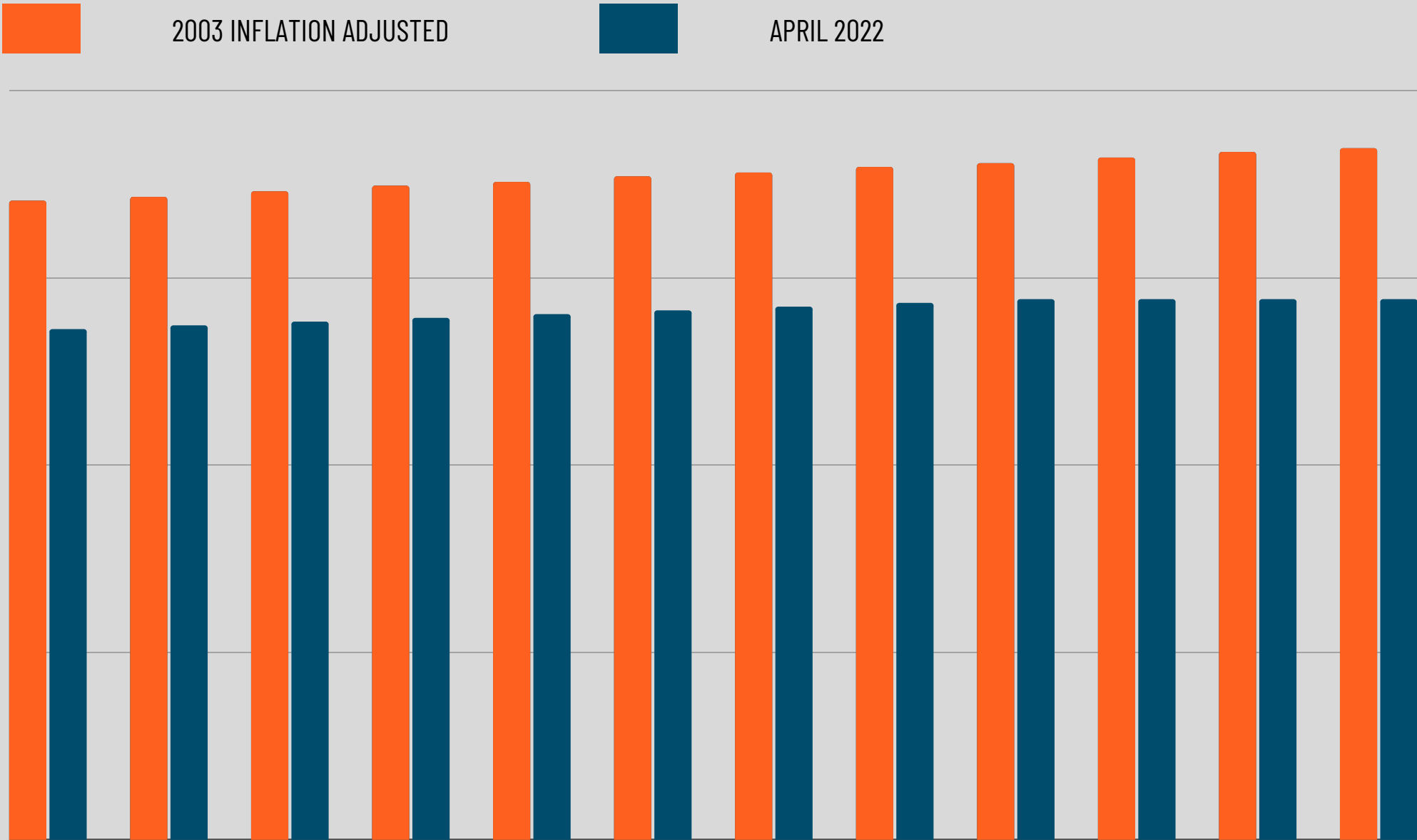
\$200

\$100

\$0

Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10 Year 11 Year 12 Year 13 Year 14

SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR





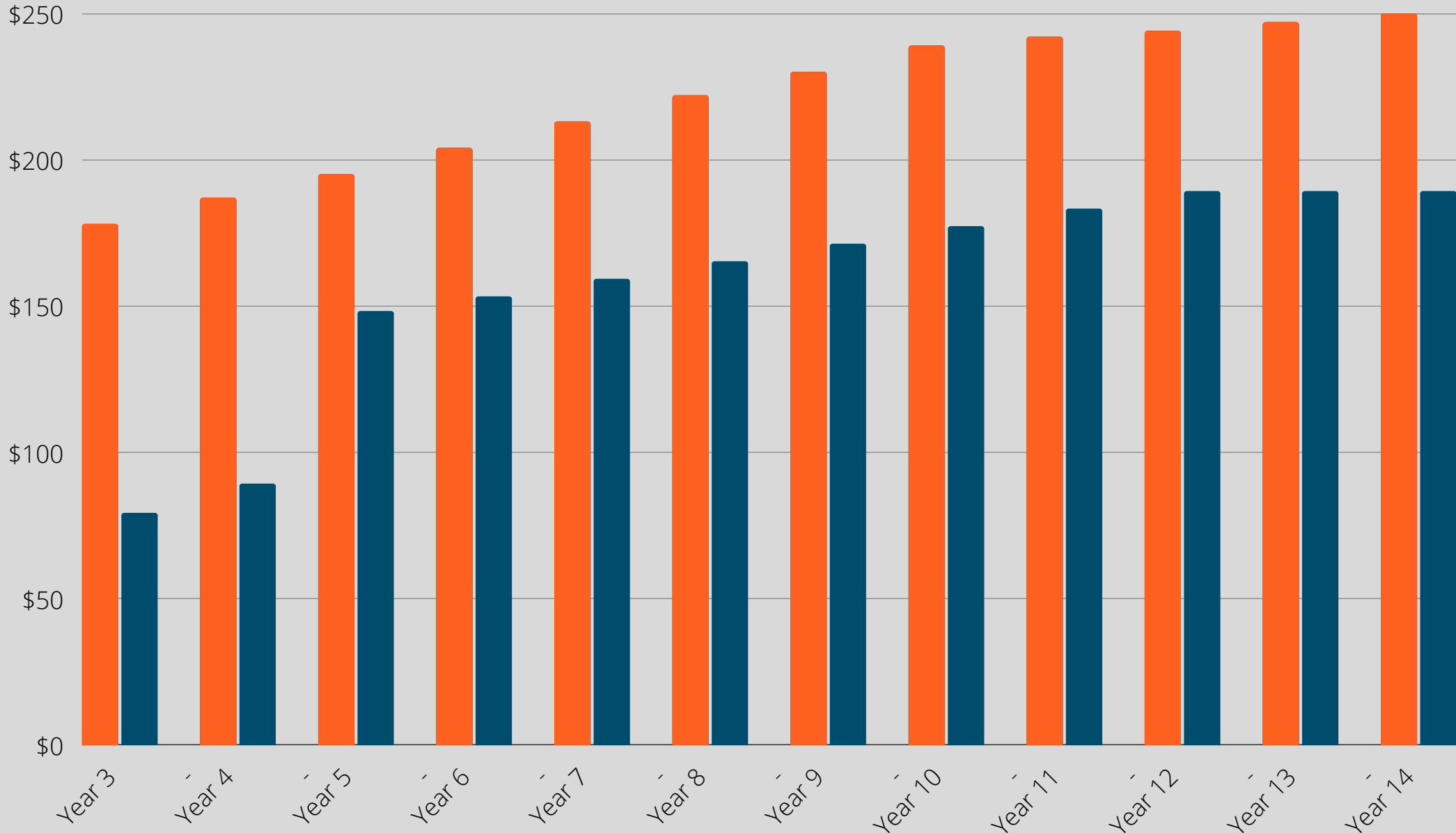
# 787 FO HOURLY PAY SCALE



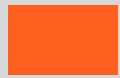
2003 INFLATION ADJUSTED



APRIL 2022



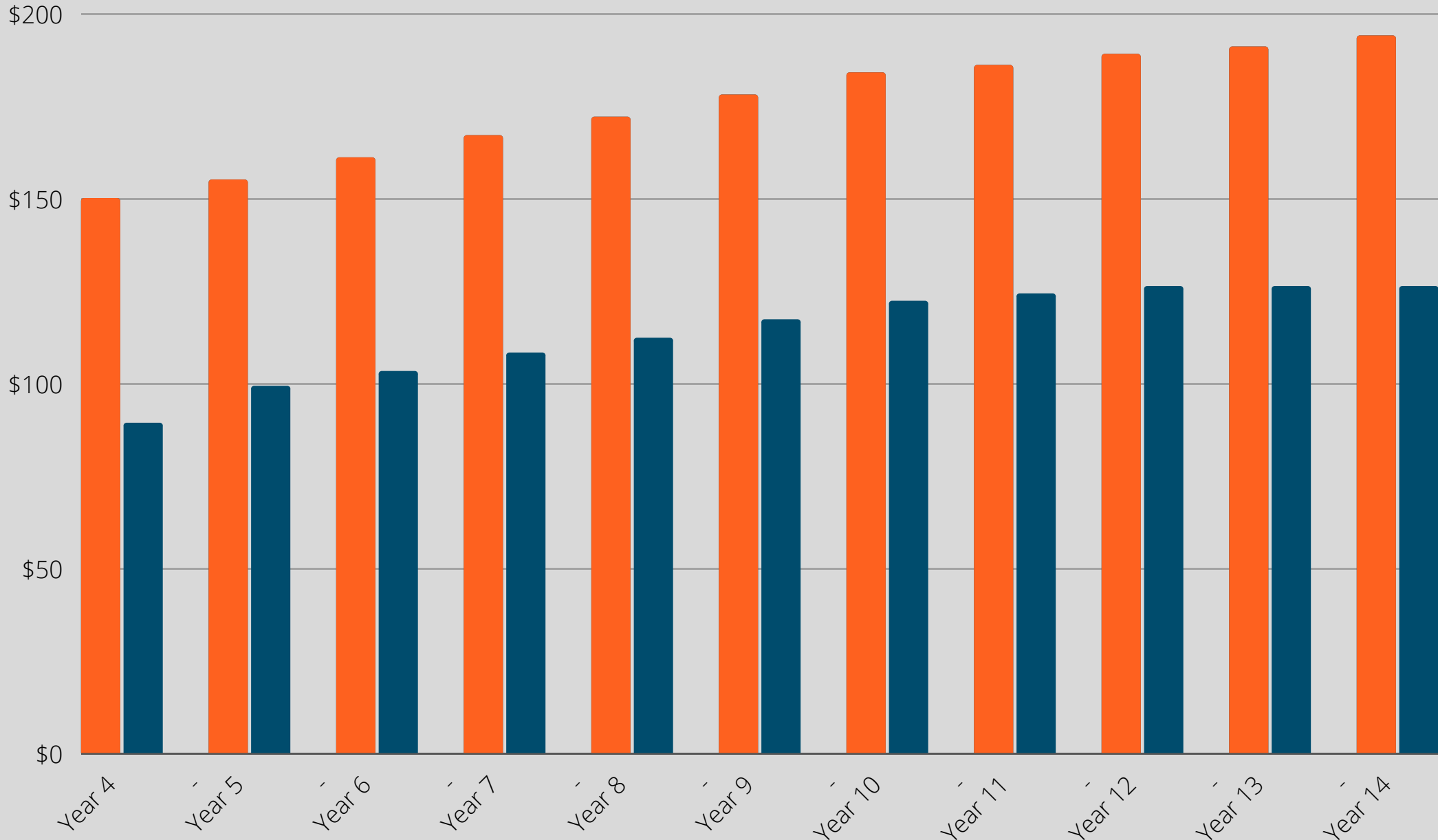
# 787 RP HOURLY PAY SCALE



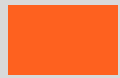
2003 INFLATION ADJUSTED



APRIL 2022



# 330 CA HOURLY PAY SCALE



2003 INFLATION ADJUSTED



APRIL 2022

\$400

\$300

\$200

\$100

\$0

Year 3

Year 4

Year 5

Year 6

Year 7

Year 8

Year 9

Year 10

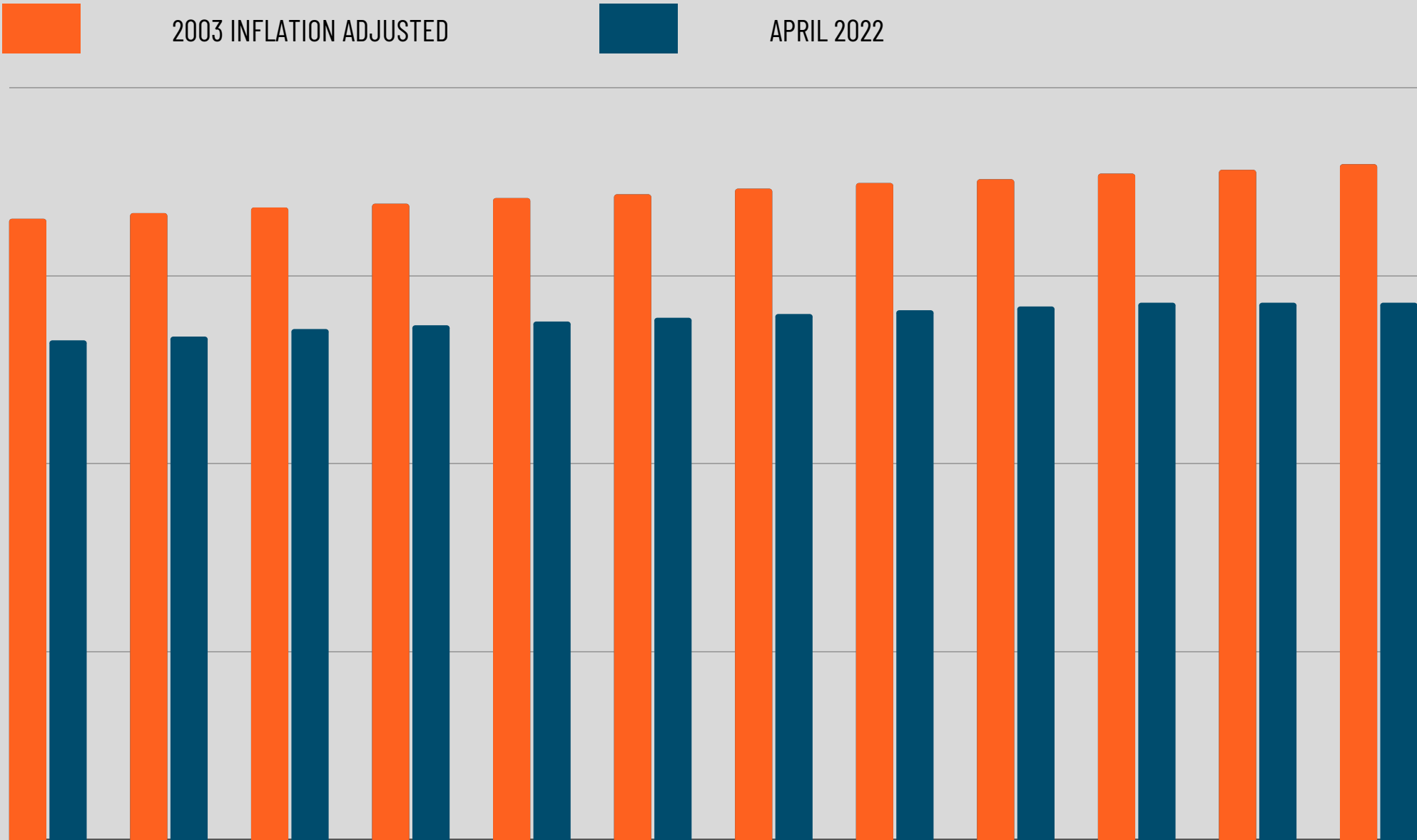
Year 11

Year 12

Year 13

Year 14

SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR



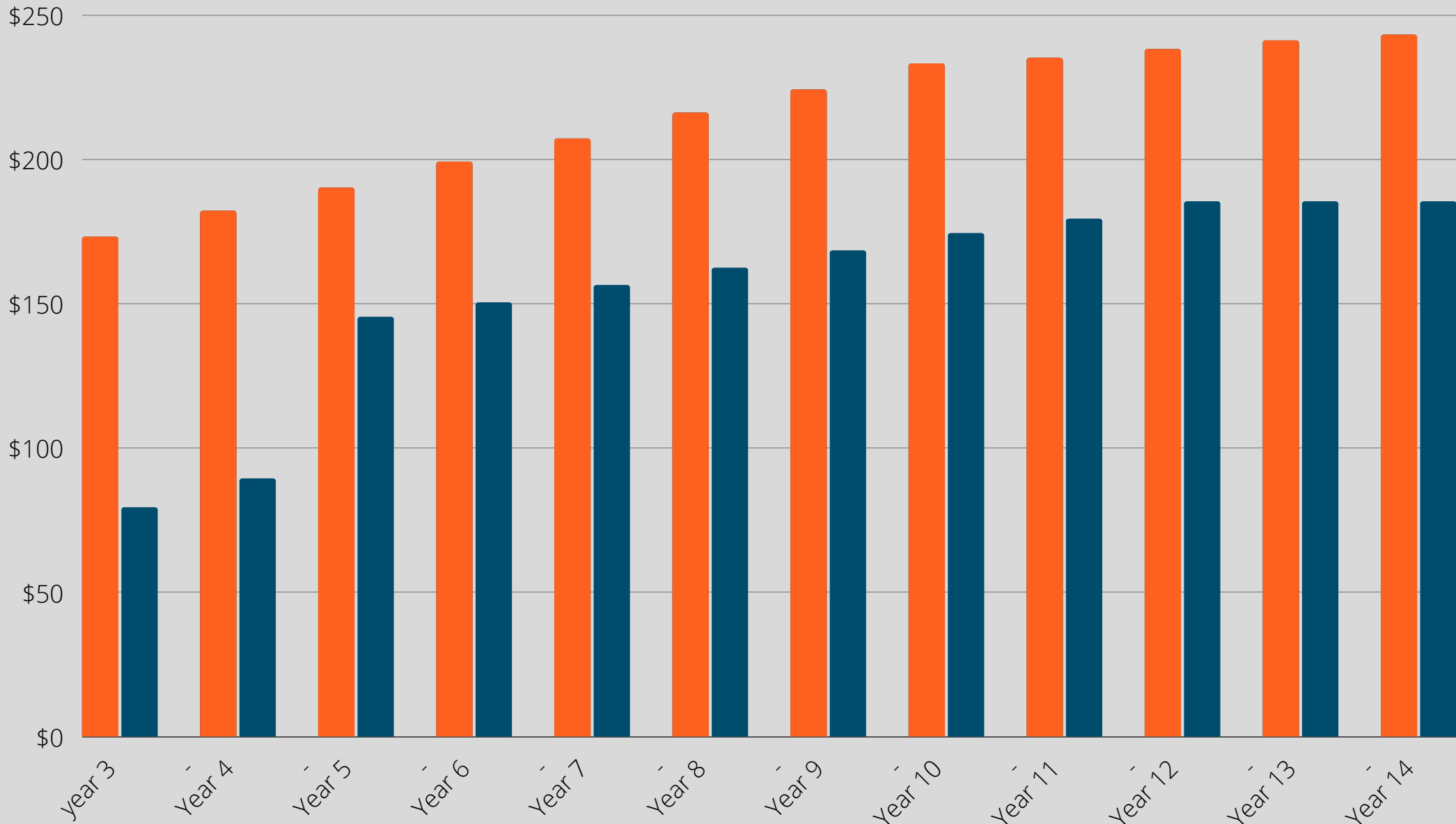
# 330 FO HOURLY PAY SCALE



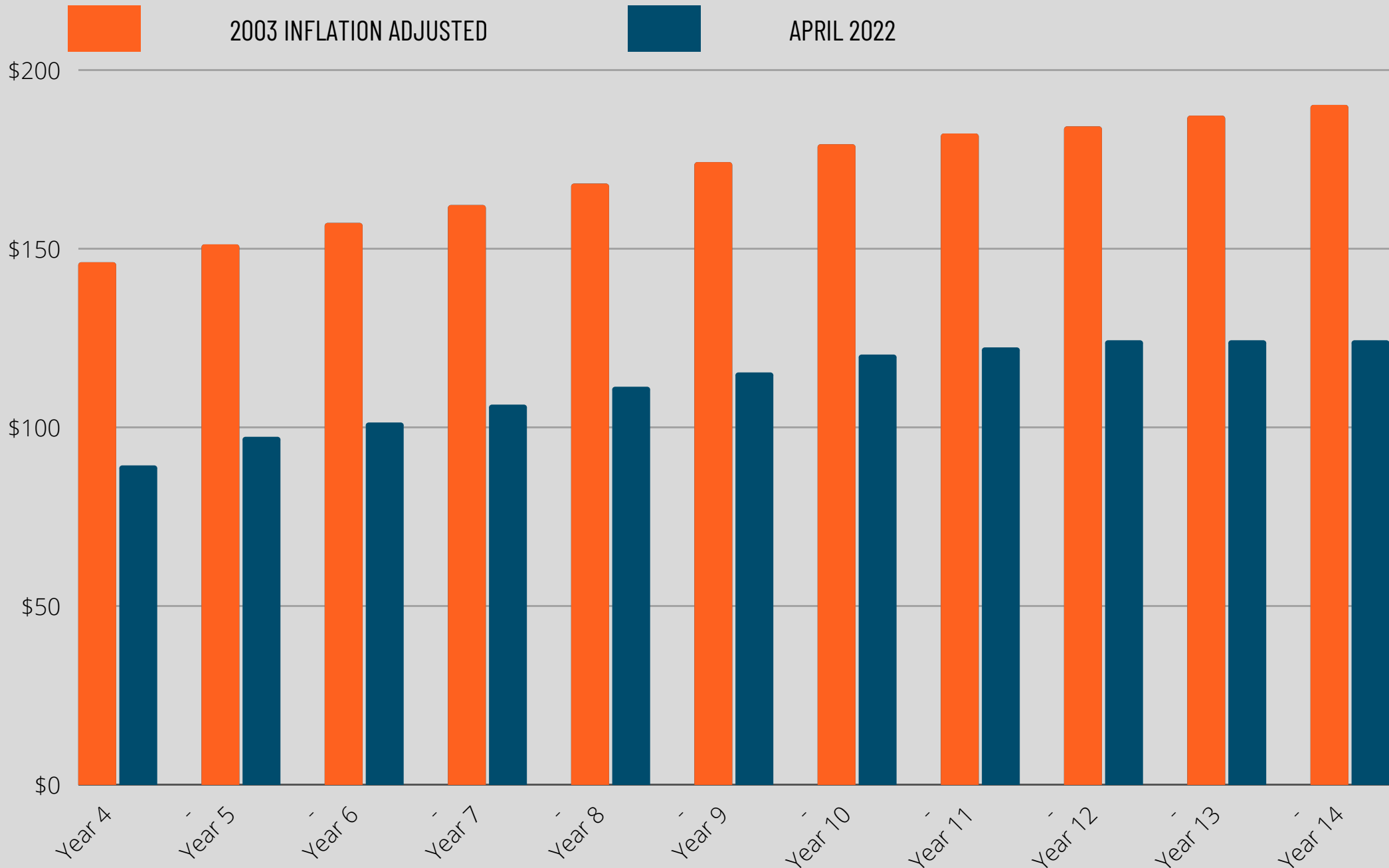
2003 INFLATION ADJUSTED



APRIL 2022



# 330 RP HOURLY PAY SCALE



SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR

# 767F CA HOURLY PAY SCALE

\$400



2003 INFLATION ADJUSTED



APRIL 2022

\$300

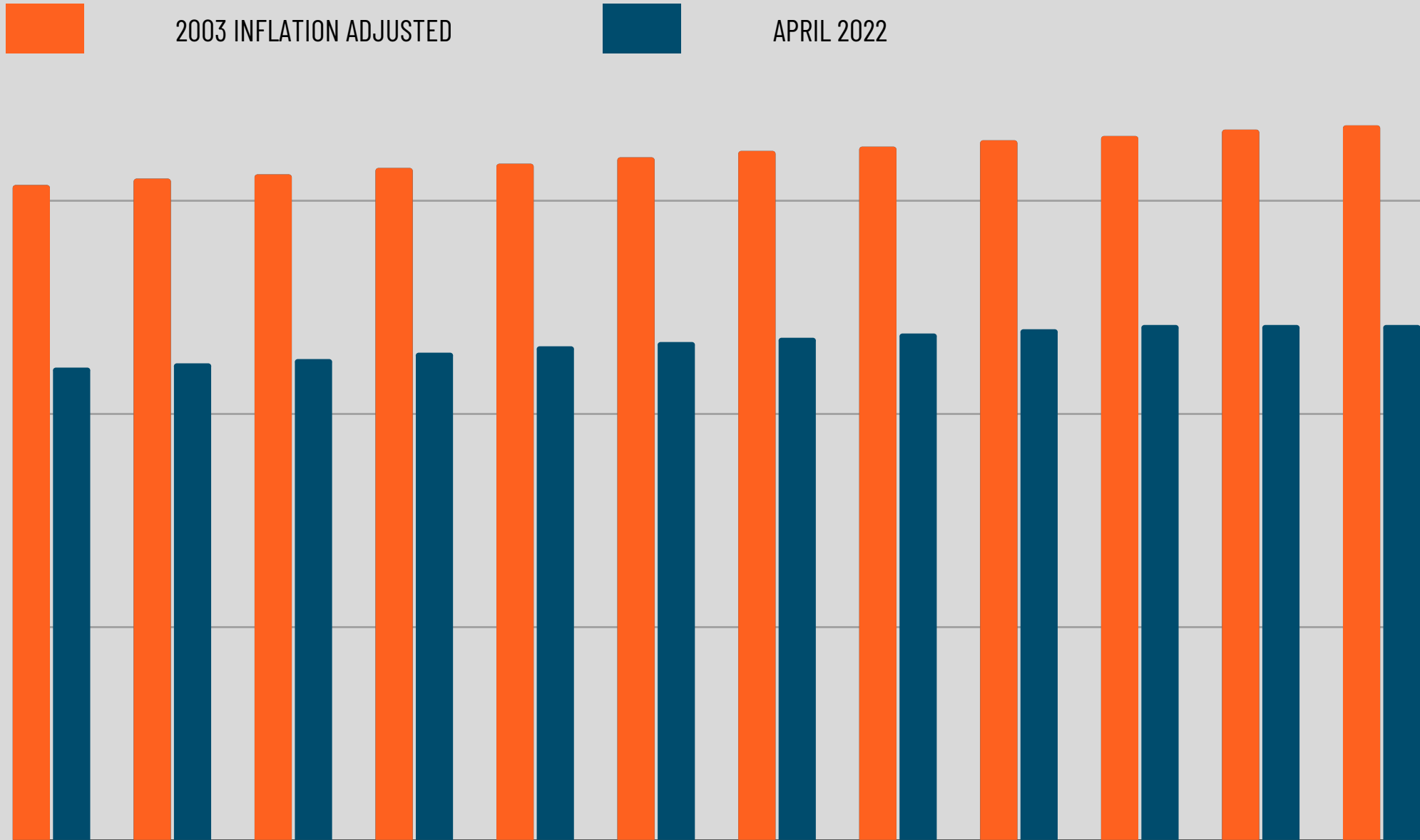
\$200

\$100

\$0

Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10 Year 11 Year 12 Year 13 Year 14

SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR



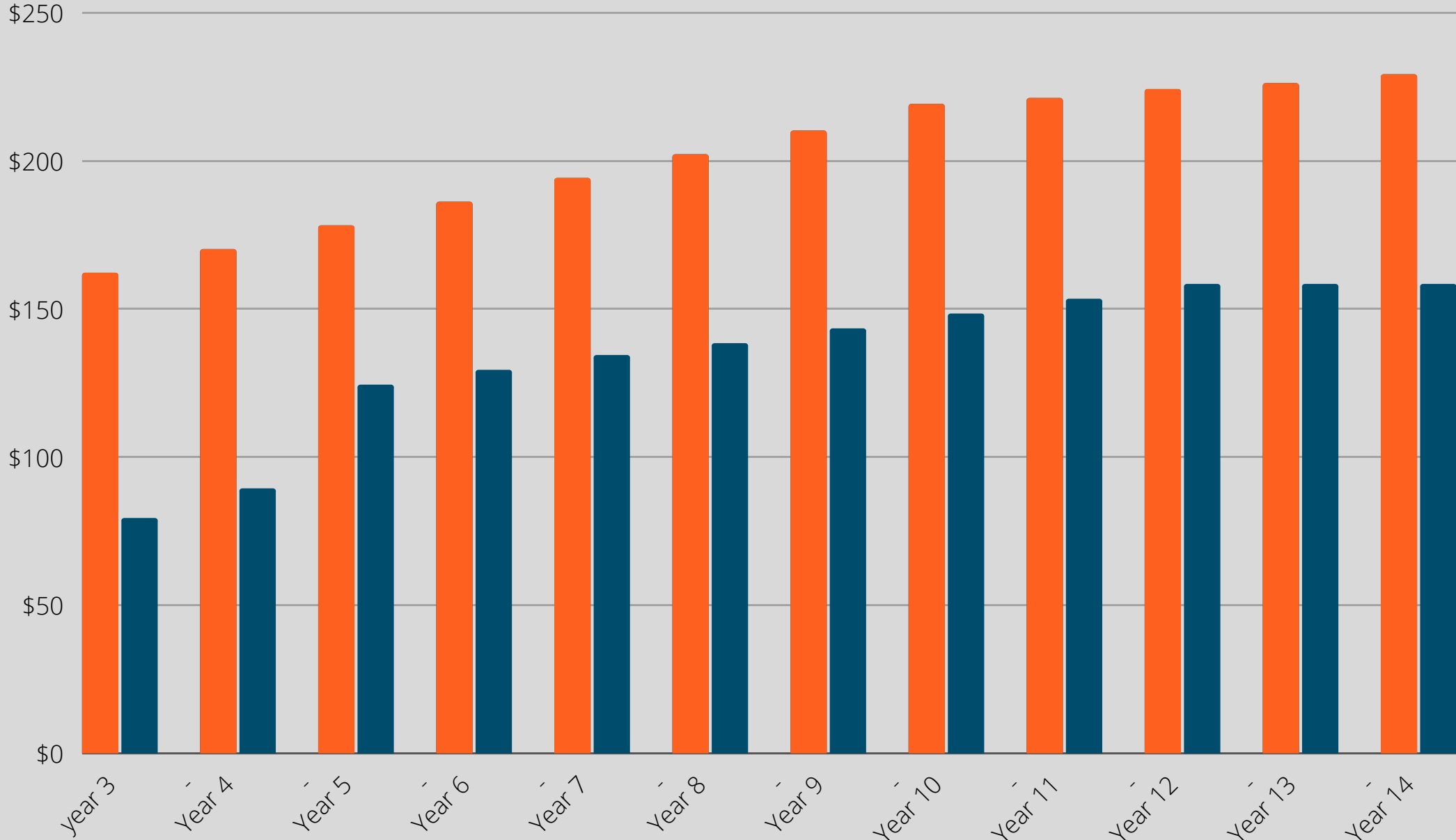
# 767F FO HOURLY PAY SCALE



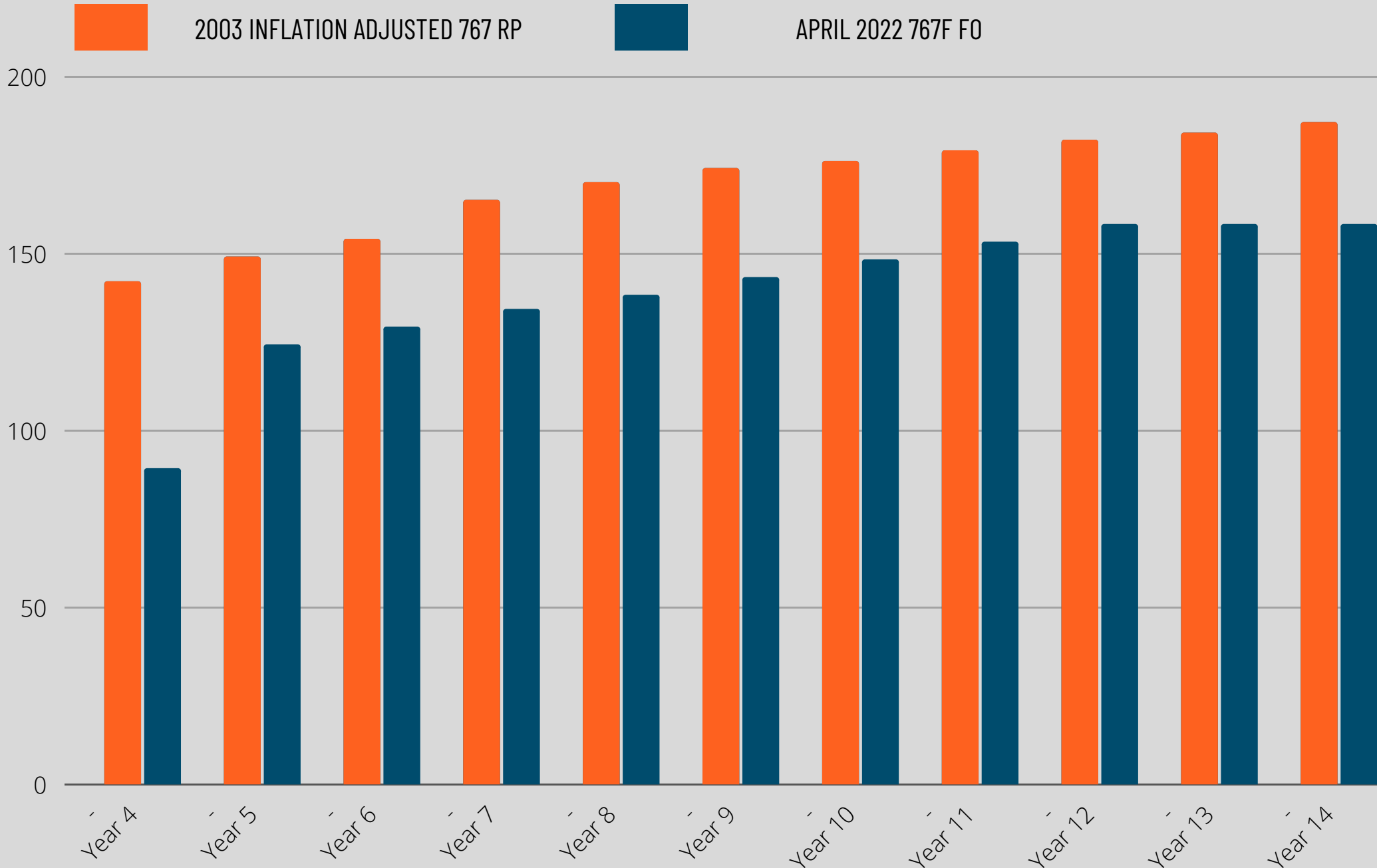
2003 INFLATION ADJUSTED



APRIL 2022



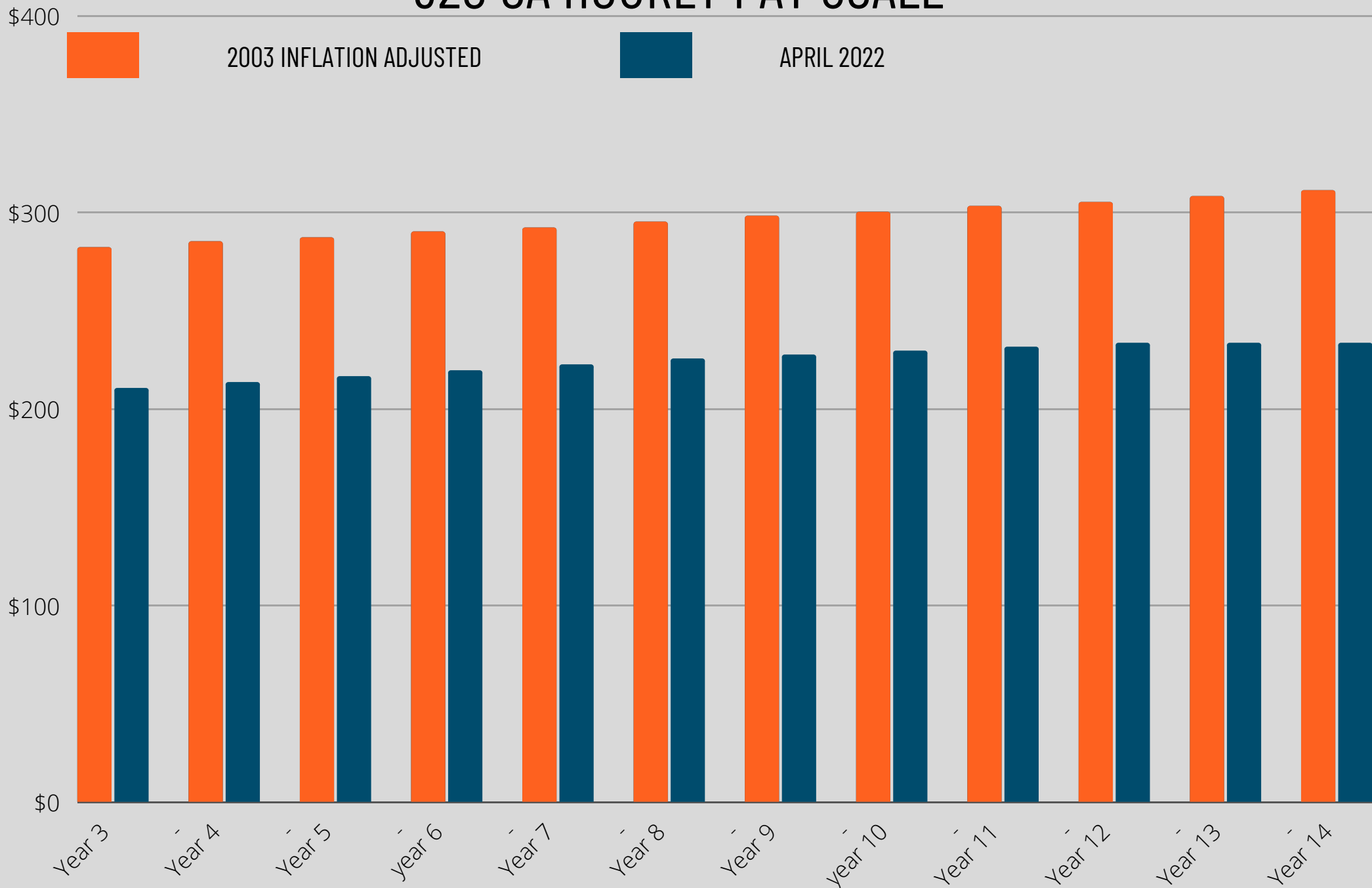
# 767F FO vs 2003 767 RP INFLATION ADJUSTED HOURLY PAY



SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR

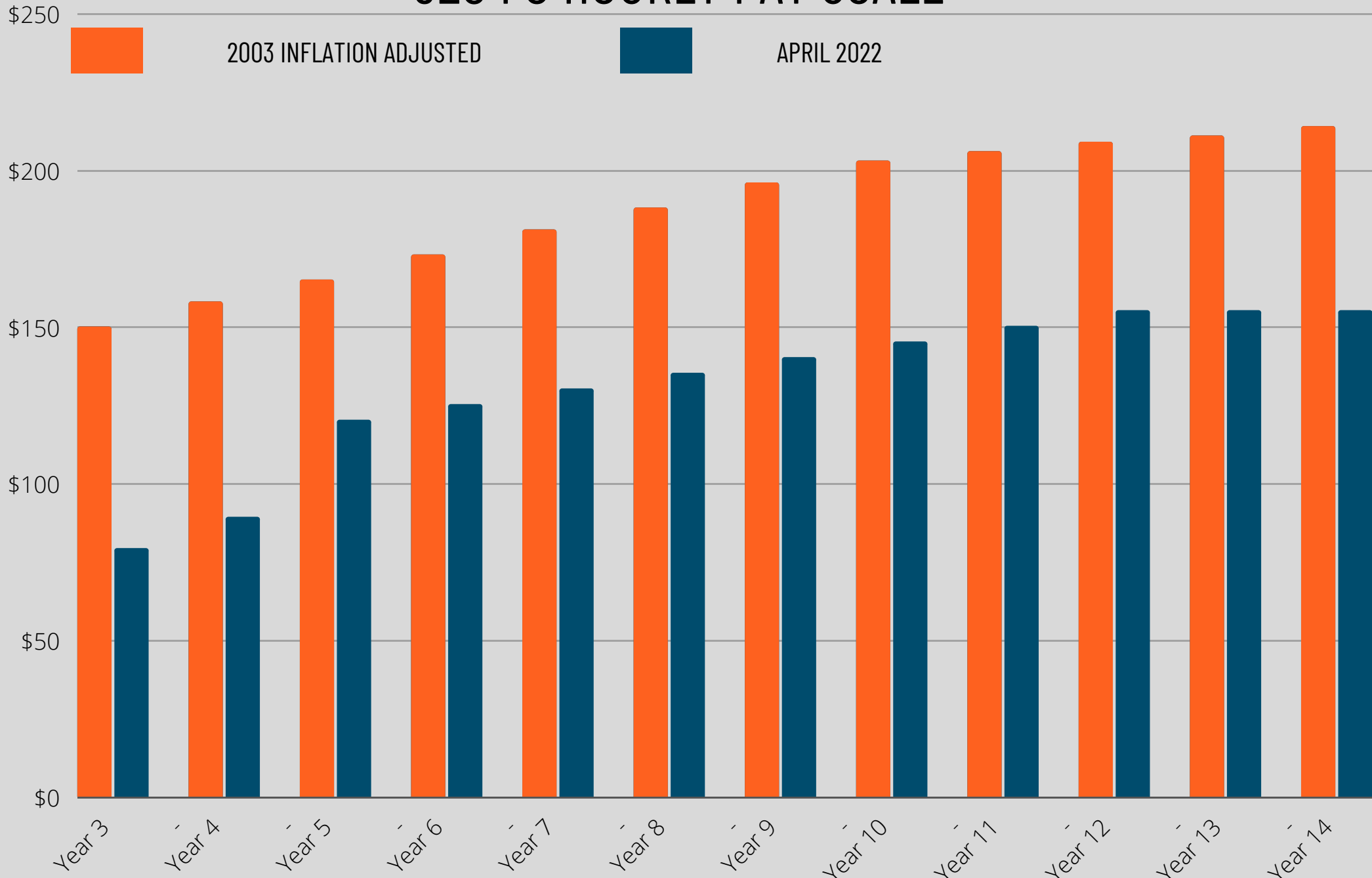


# 320 CA HOURLY PAY SCALE

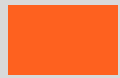


SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR

# 320 FO HOURLY PAY SCALE



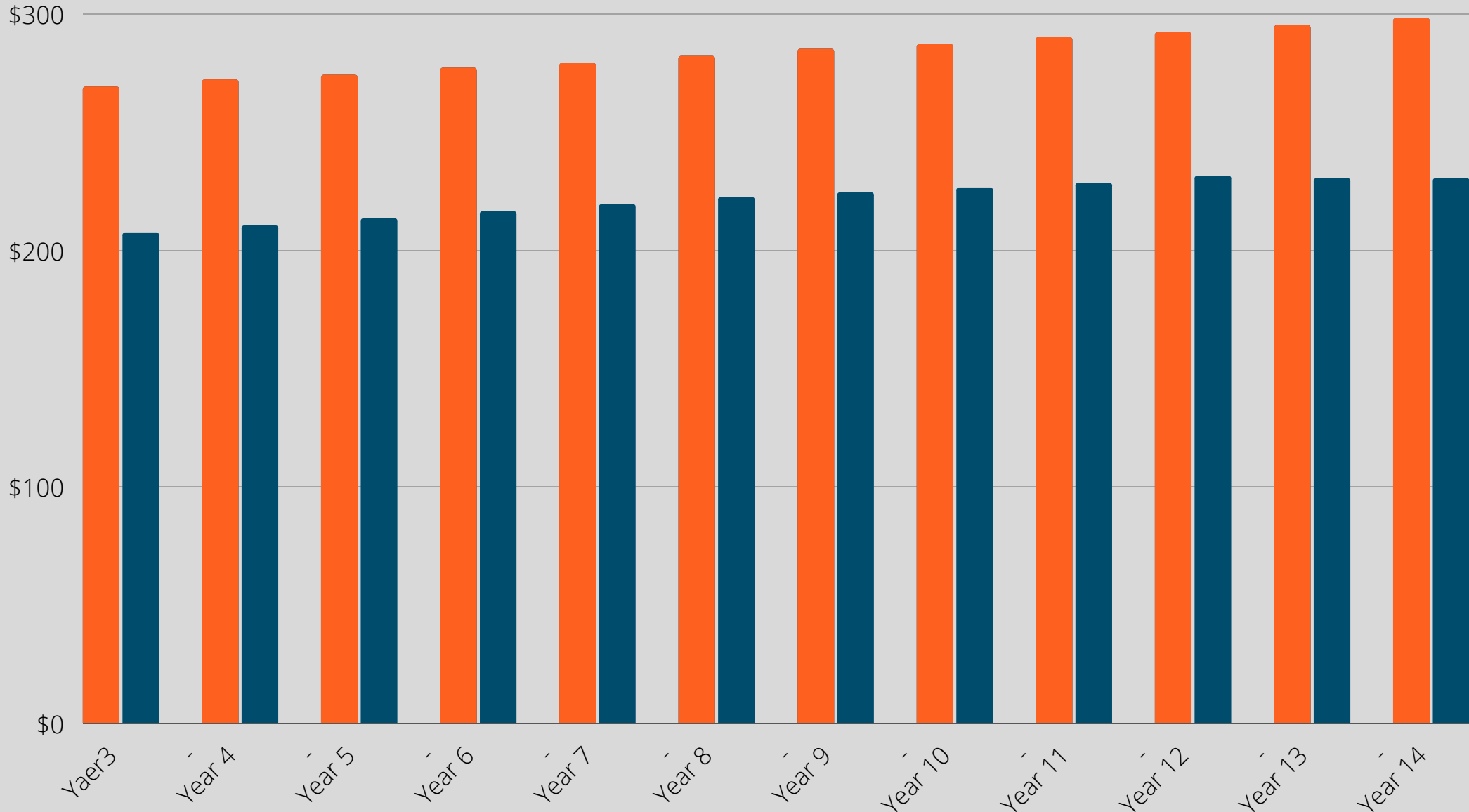
# 737 CA HOURLY PAY SCALE



2003 INFLATION ADJUSTED



APRIL 2022



# 737 FO HOURLY PAY SCALE

\$250



2003 INFLATION ADJUSTED



APRIL 2022

\$200

\$150

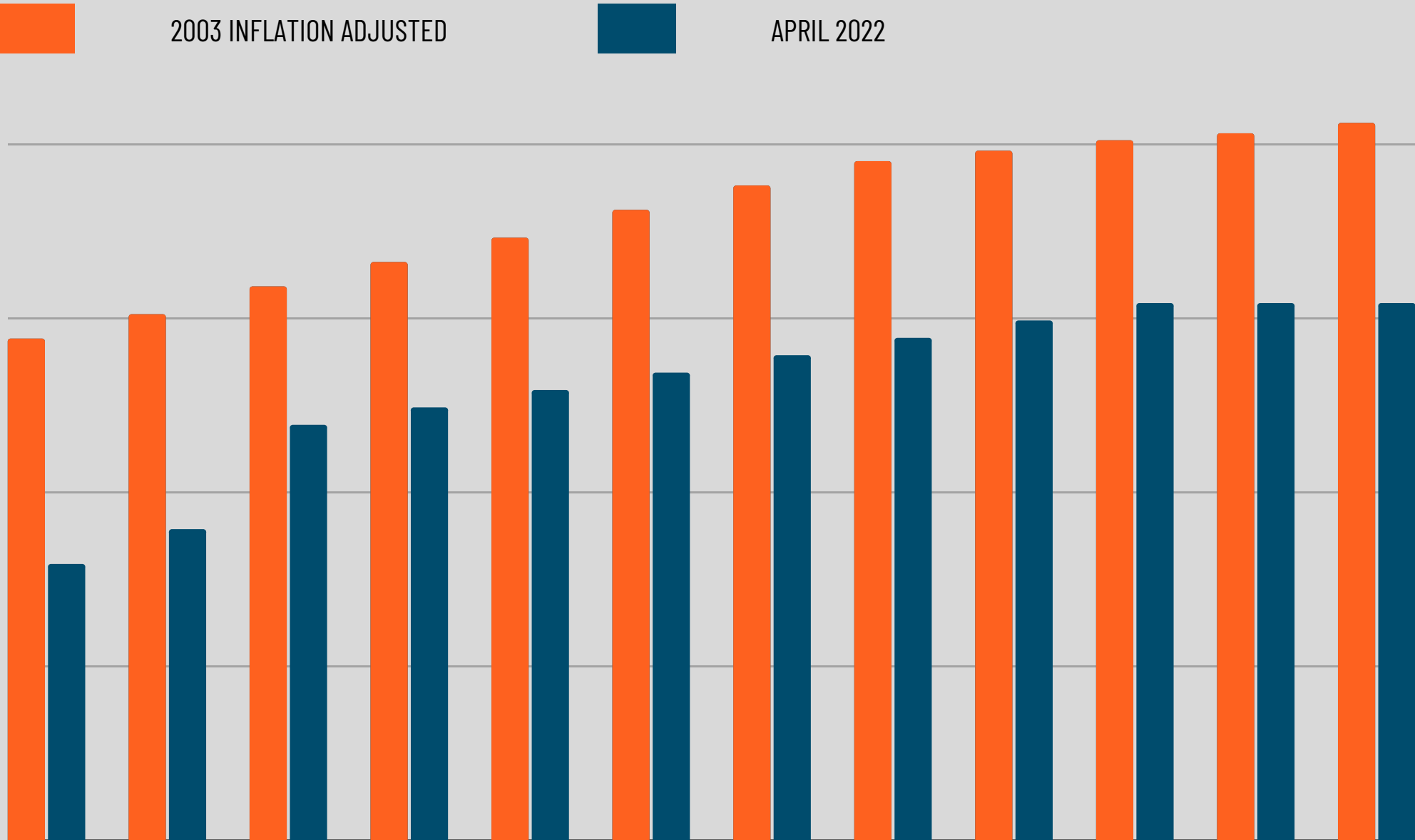
\$100

\$50

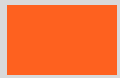
\$0

Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10 Year 11 Year 12 Year 13 Year 14

SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR



# A220 CA HOURLY PAY SCALE



2003 INFLATION ADJUSTED



APRIL 2022



TEMP INCREASE

\$300

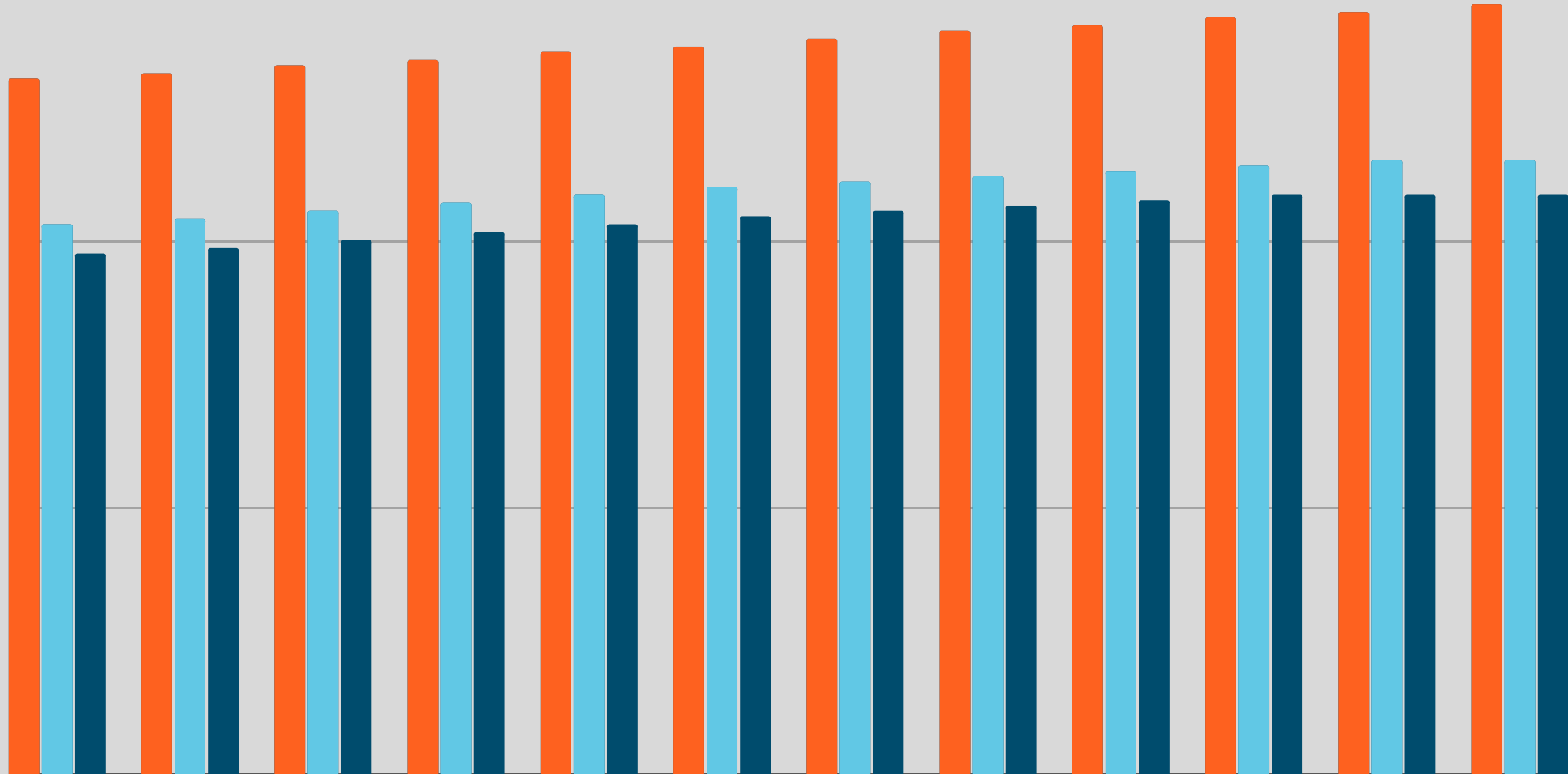
\$200

\$100

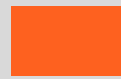
\$0

Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10 Year 11 Year 12 Year 13 Year 14

SOURCE: ACPA CBA 2003, BANK OF CANADA INFLATION CALCULATOR



# A220 FO HOURLY PAY SCALE



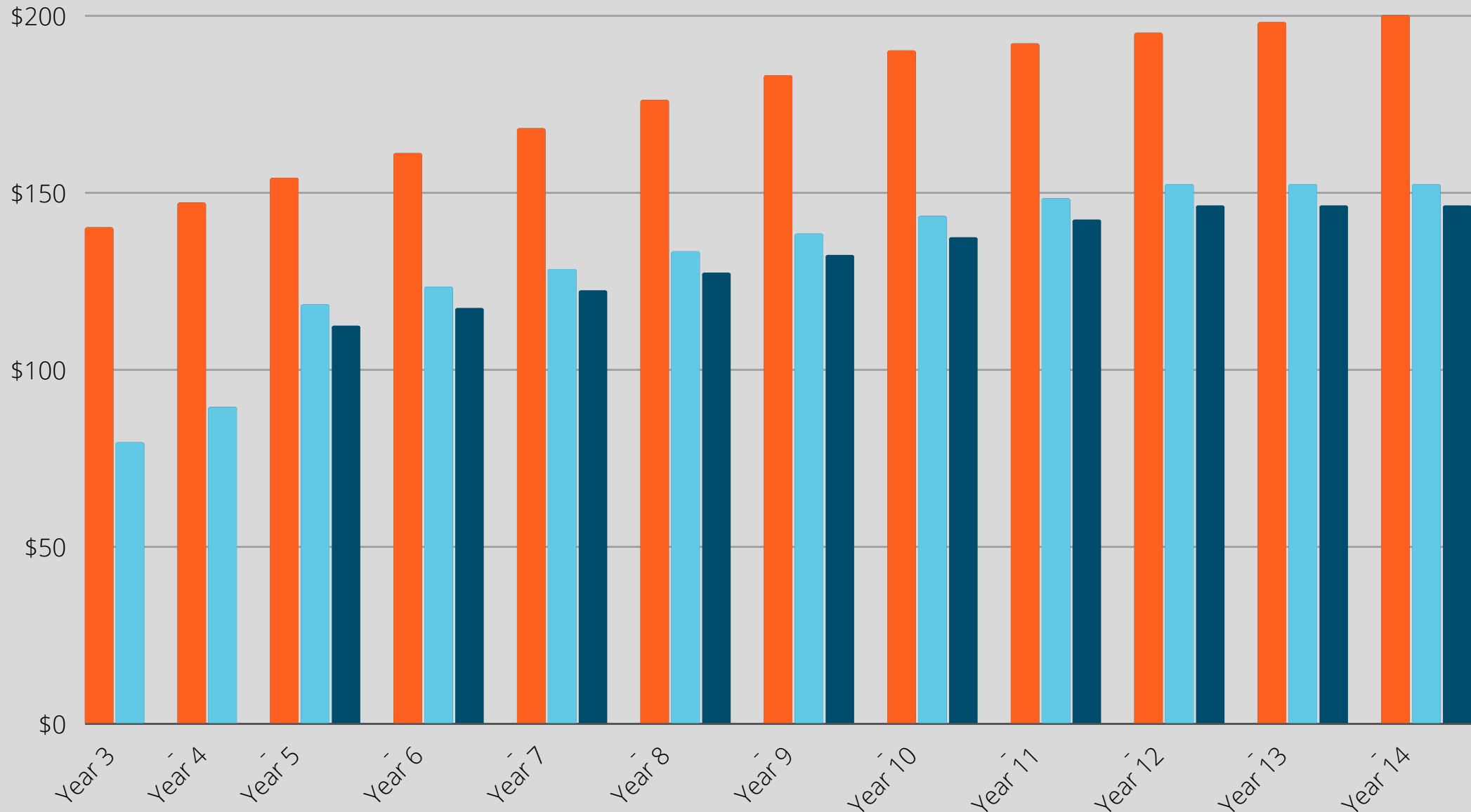
2003 INFLATION ADJUSTED



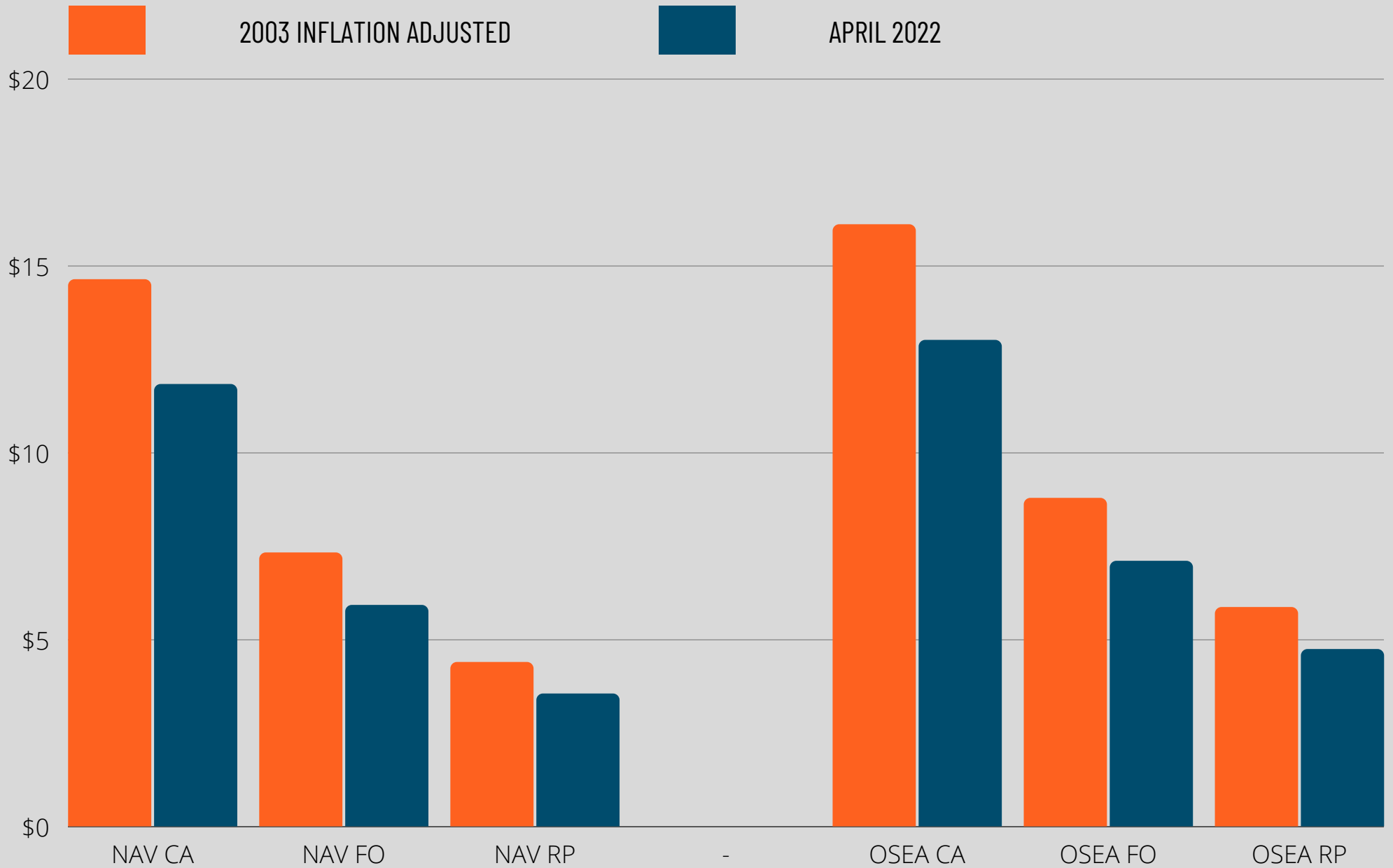
APRIL 2022



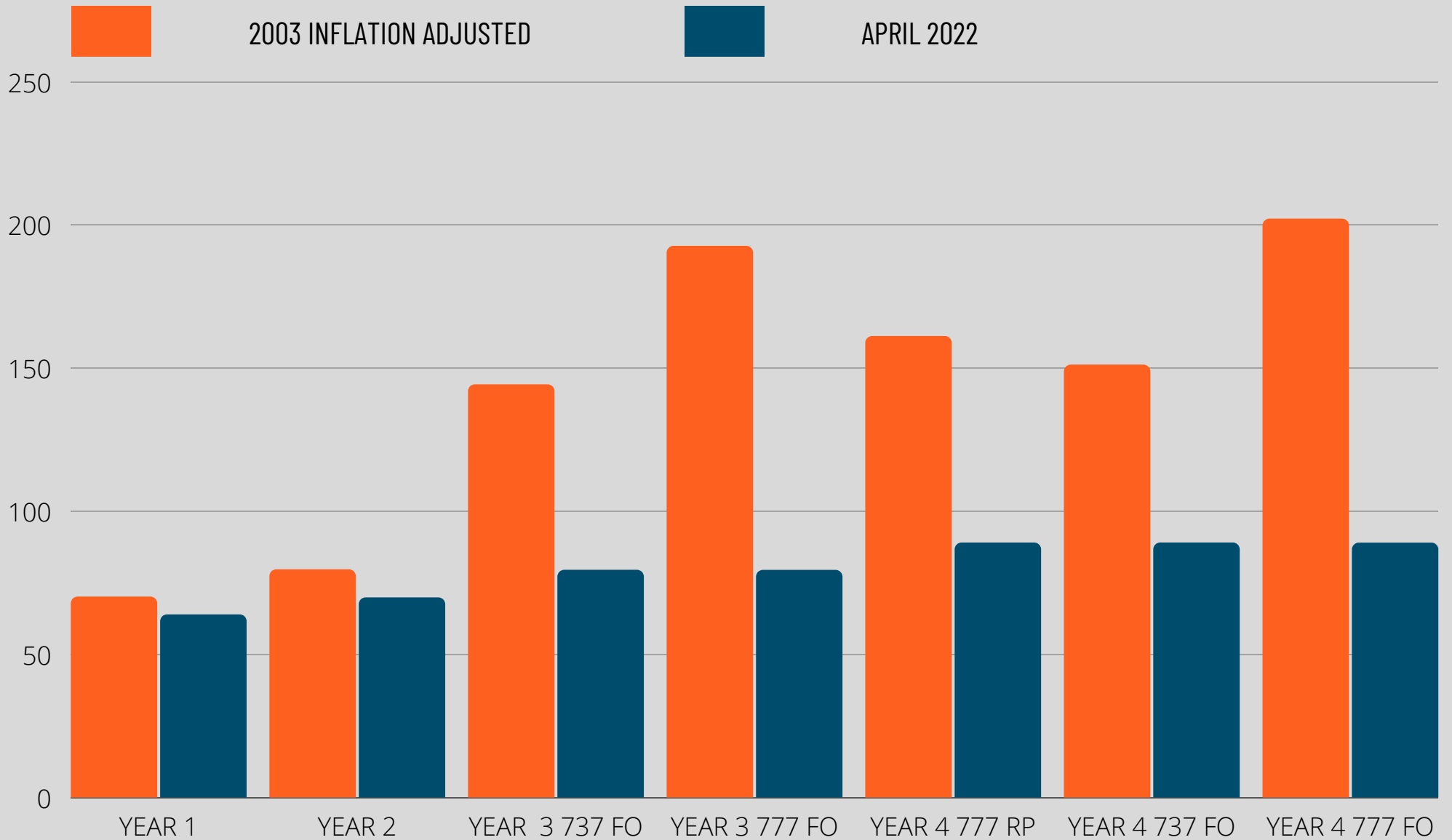
**TEMP INCREASE**



# HOURLY NAV-AID & OVERSEAS PAY



# FLAT SALARY HOURLY PAY YEAR 1-4



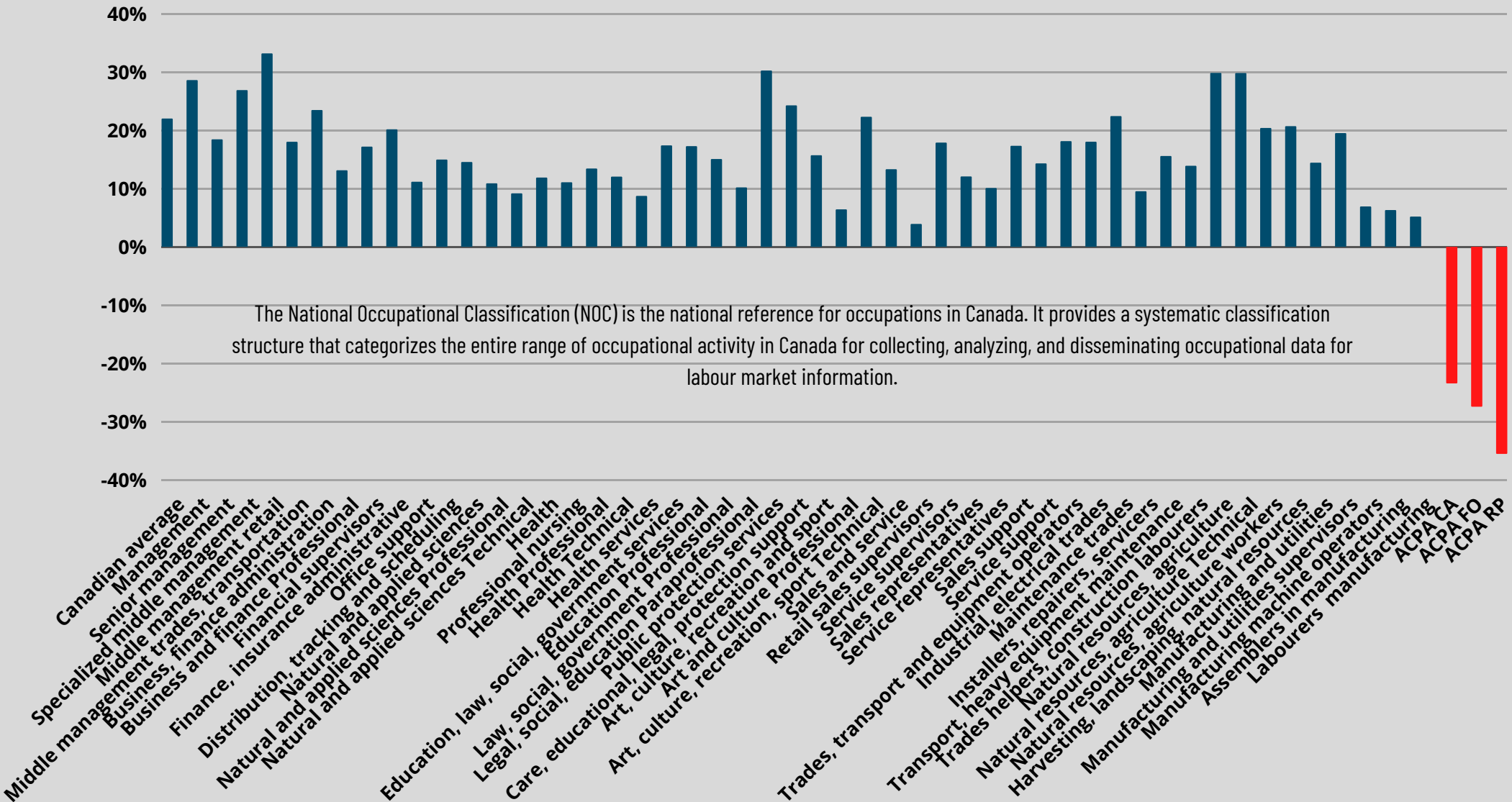


# Canadian wages 2003-2021 compared to inflation



## NATIONAL OCCUPATIONAL CLASSIFICATION

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410034001>



# CEO TOTAL COMPENSATION



**2009 INFLATION ADJUSTED COMPENSATION**



**ACTUAL COMPENSATION**

\$12,500,000

\$10,000,000

\$7,500,000

\$5,000,000

\$2,500,000

\$0

2009

2010

2011

2012

2013

2014

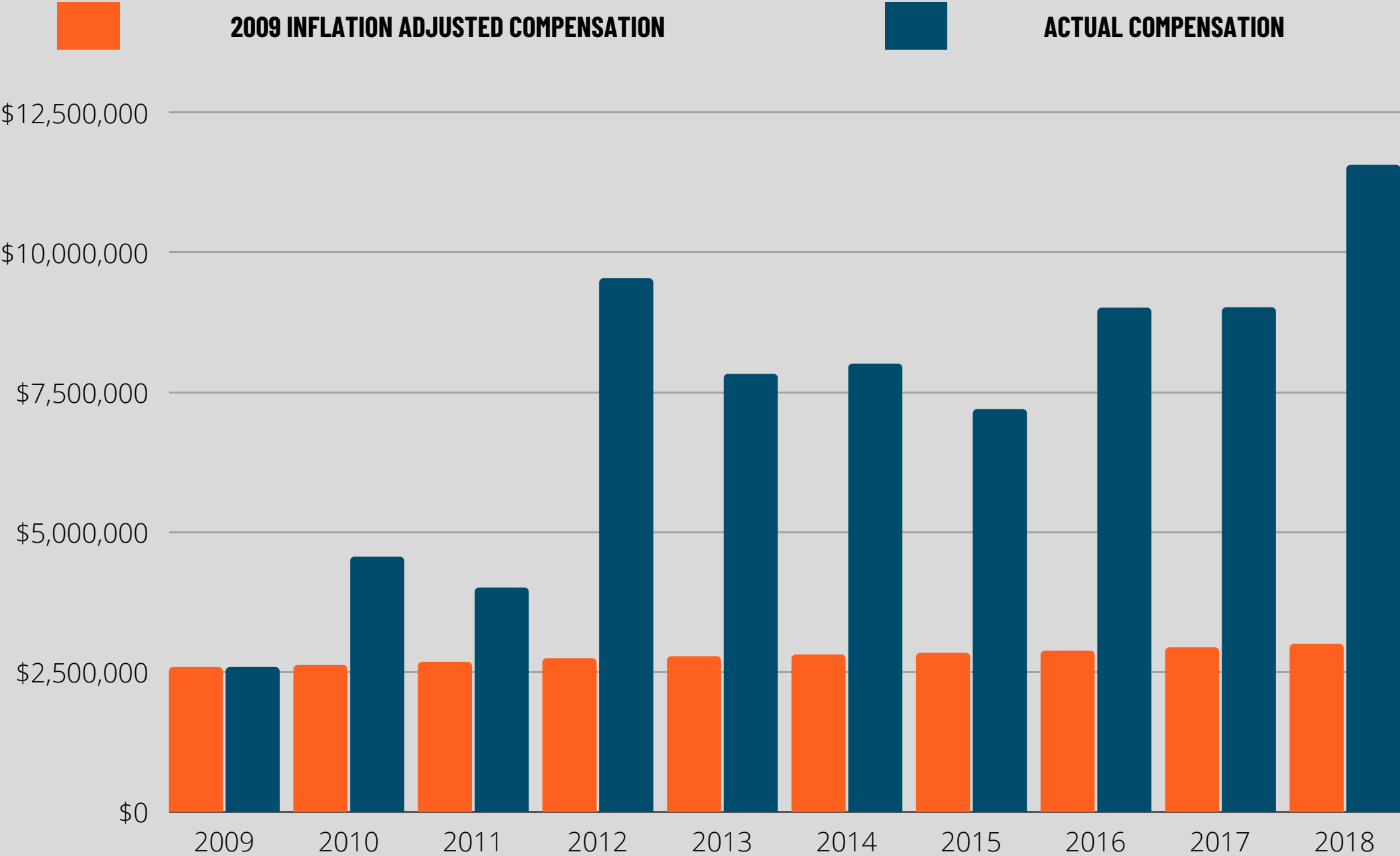
2015

2016

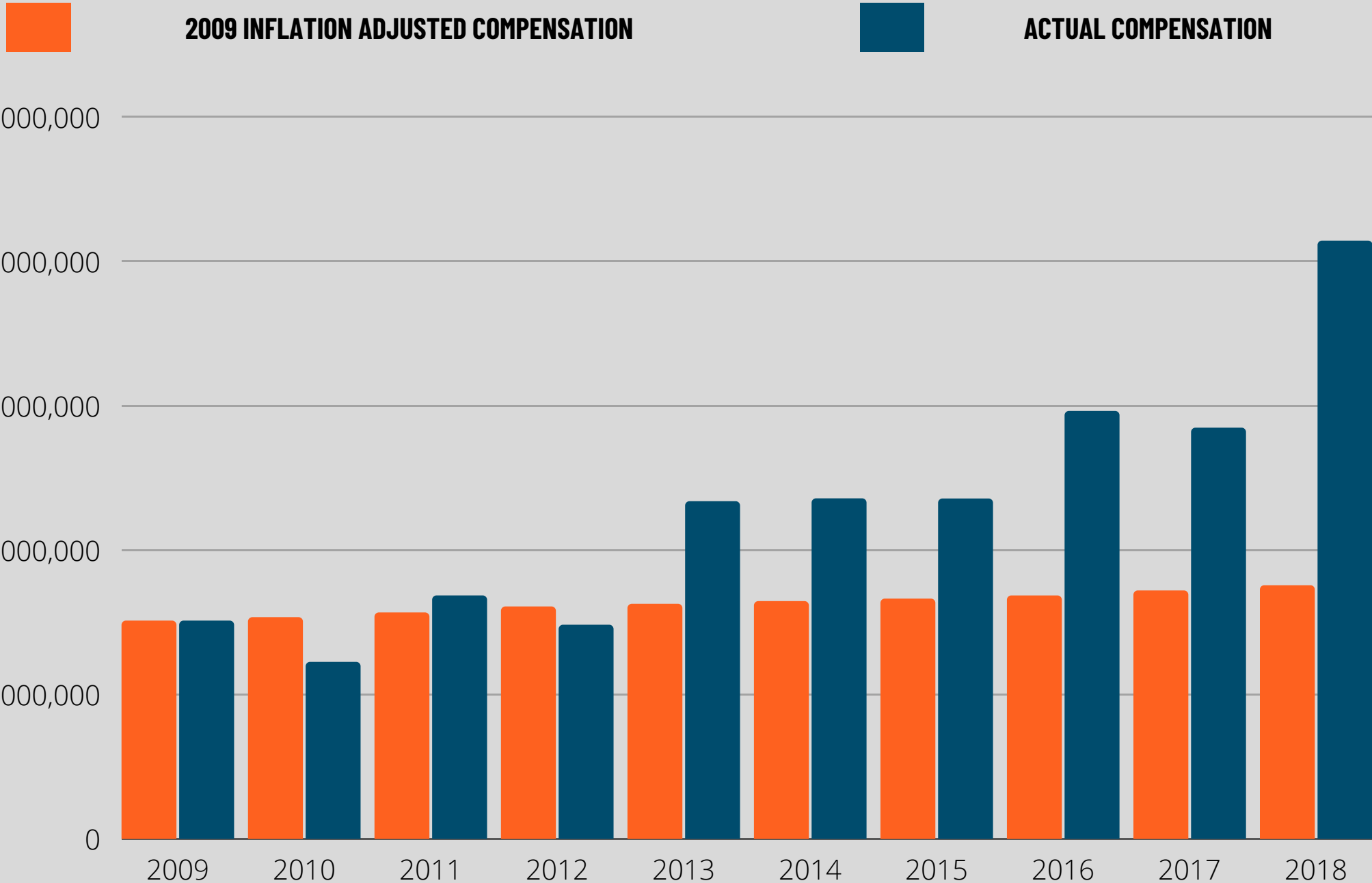
2017

2018

SOURCE: AIR CANADA PROXY CIRCULARS. BOC INFLATION CALCULATOR



# CFO TOTAL COMPENSATION



SOURCE: AIR CANADA PROXY CIRCULARS. BOC INFLATION CALCULATOR

# COO TOTAL COMPENSATION



**2009 INFLATION ADJUSTED COMPENSATION**



**ACTUAL COMPENSATION**

2,500,000

2,000,000

1,500,000

1,000,000

500,000

0

2009

2010

2011

2013

2014

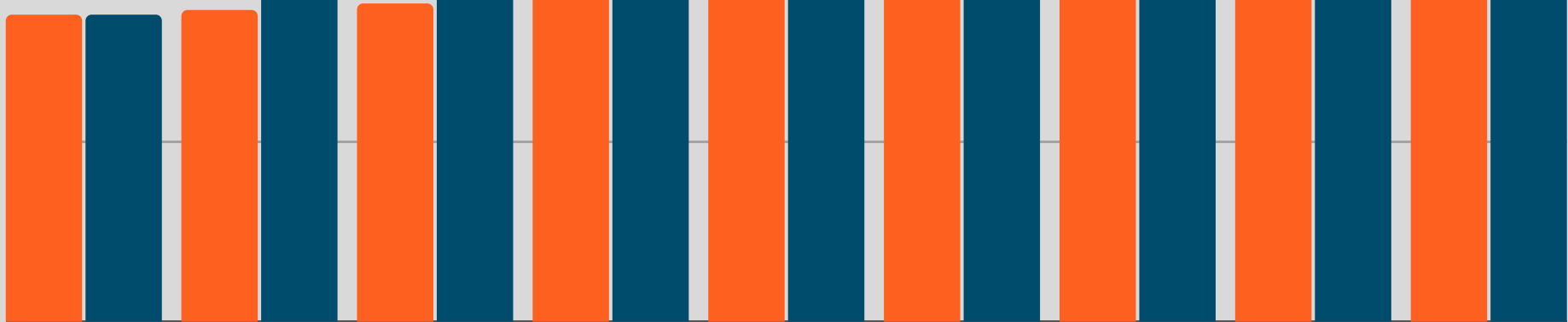
2015

2016

2017

2018

SOURCE: AIR CANADA PROXY CIRCULARS. BOC INFLATION CALCULATOR



**#KnowYourValue**



**Relief Pilots**

