



**WHAT IS
OUR
VALUE?**

"WE DIDN'T GET PARITY WITH US PILOTS-AT LEAST FOR NOW. THAT IS A LONGER TERM PROJECT AND WE WILL CROSS THAT BRIDGE WHEN WE GET TO IT."

CAPTAIN BEAULIEU, ACPA NEGOTIATING TEAM, COMMENTING ON THE OUTHOUSE MEDIATION.

August 27. 2000

<https://www.theglobeandmail.com/report-on-business/air-canada-pilots-head-for-settlement/article1188911/>

REFERENCE SHOWING ACPA HAS COMPARED TO US CARRIERS IN THE PAST

IN AN EFFORT TO MANAGE CONSTANTLY FLUCTUATING EXCHANGE RATES IN A WAY THAT IS
EQUITABLE AND STILL MEANINGFUL TO PILOTS

**ALL US CARRIER WAGES HAVE BEEN CONVERTED TO CDN USING A 25 YEAR
AVERAGE CURRENCY EXCHANGE RATE OF**

\$1 CAD = 0.7921 USD

\$1 USD = 1.2625 CAD

**USING THE 25 YEAR AVERAGE EXCHANGE RATE AVOIDS CHERRY PICKING A YEAR OR TIME
FRAME**

AS OF SEPTEMBER 21, 2022 THE EXCHANGE RATE WAS

\$1 CAD = 0.7467 USD

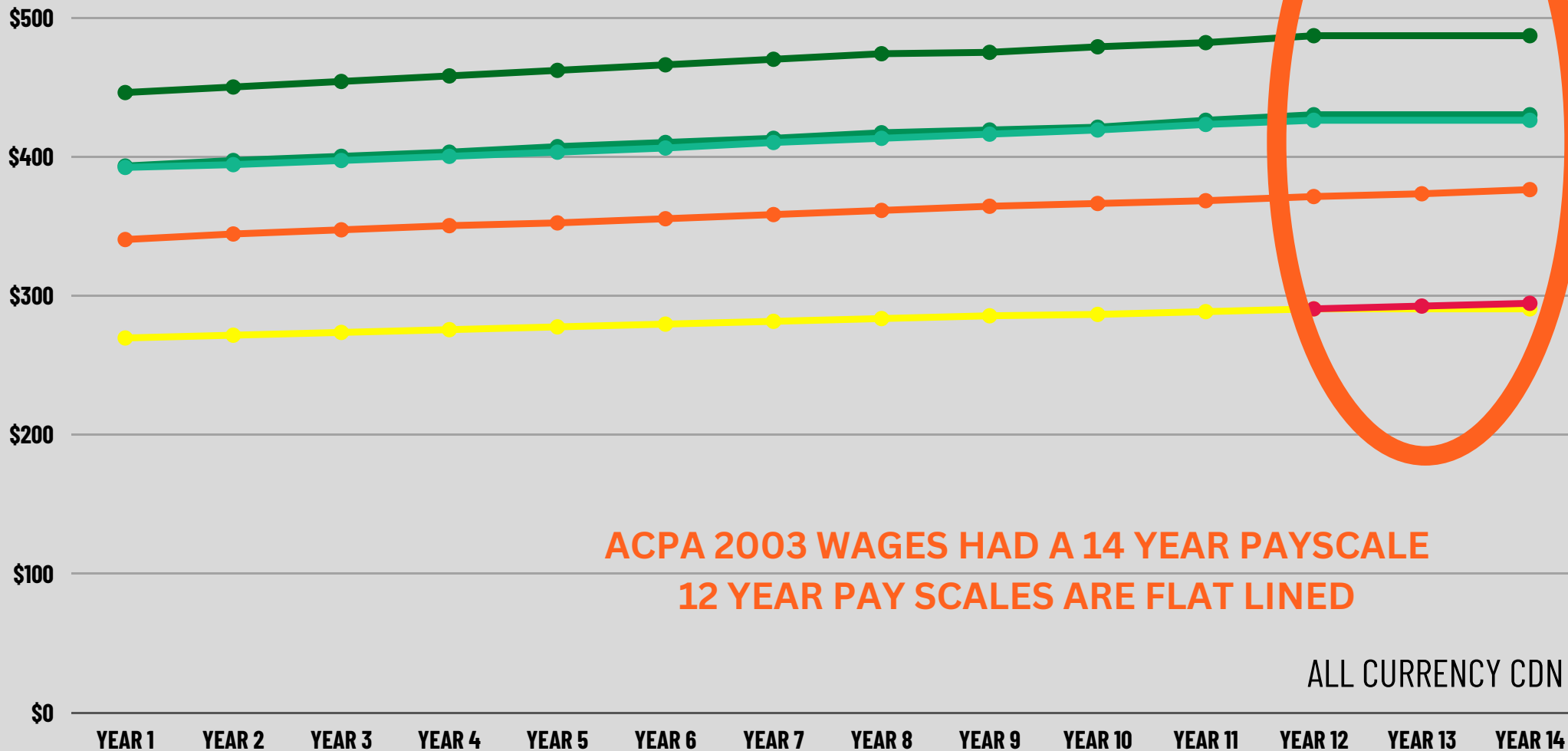
\$1 USD = 1.3393 CAD

**THE 25 YEAR AVERAGE EXCHANGE RATE USED UNDERESTIMATES THE
CURRENT PAY DISPARITY**

HOURLY CAPTAIN PAY B787 CDN

UNITED 2024 FAILED TA
DELTA 2019
AMERICAN 2019

ACPA 2003 INFLATION
ADJUSTED TO 2022
ACPA MOA
ACPA 2022



ACPA 2003 WAGES HAD A 14 YEAR PAYSACLE
12 YEAR PAY SCALES ARE FLAT LINED

ALL CURRENCY CDN

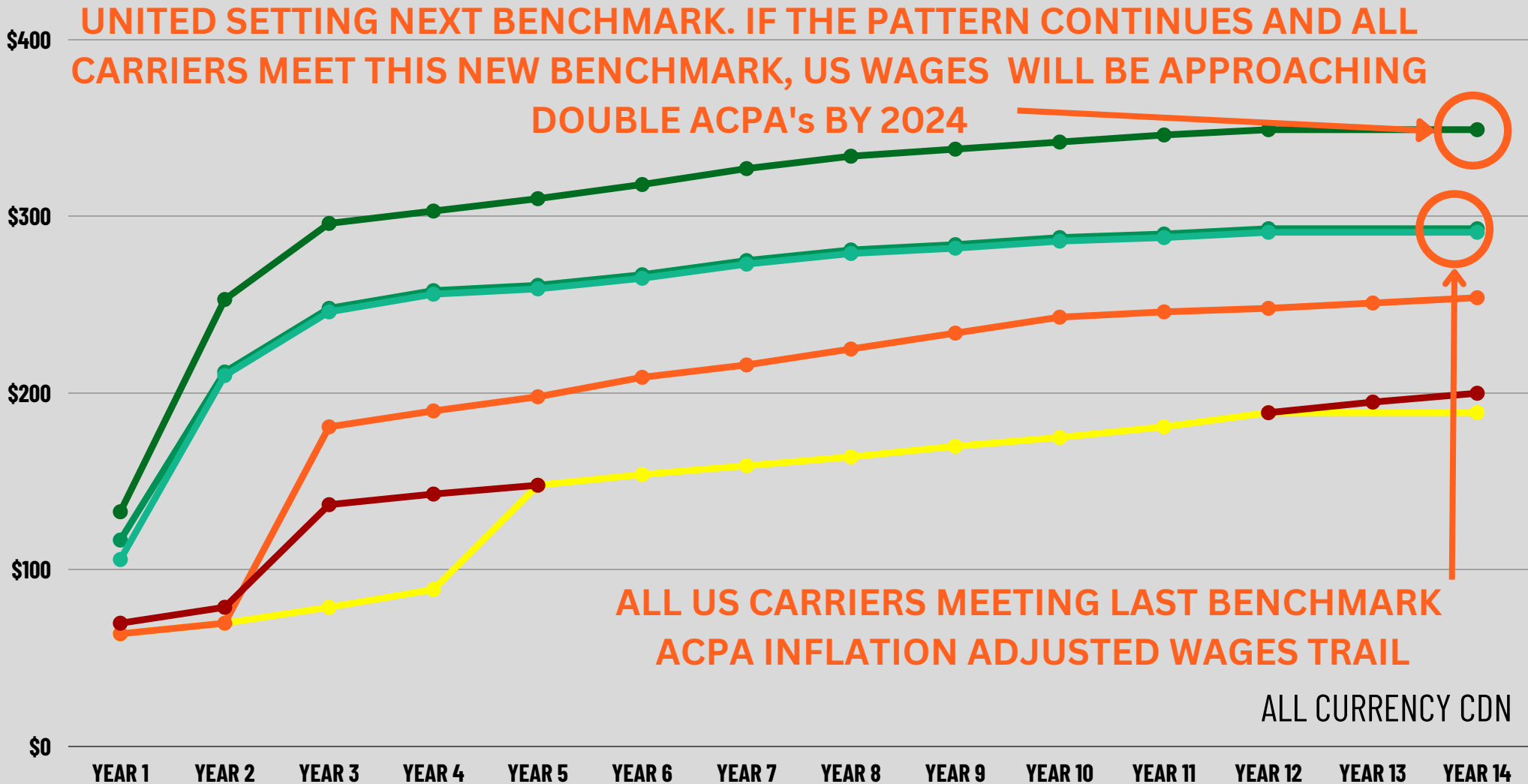
SEPTEMBER 2022

SOURCE: ACPA. UAL. DELTA, AMR CBA's

HOURLY FIRST OFFICER PAY B787 CDN

UNITED 2024 FAILED TA
 DELTA 2019
 AMERICAN 2019

*ACPA 2003 INFLATION
ADJUSTED TO 2022*
 ACPA MOA
 ACPA 2022

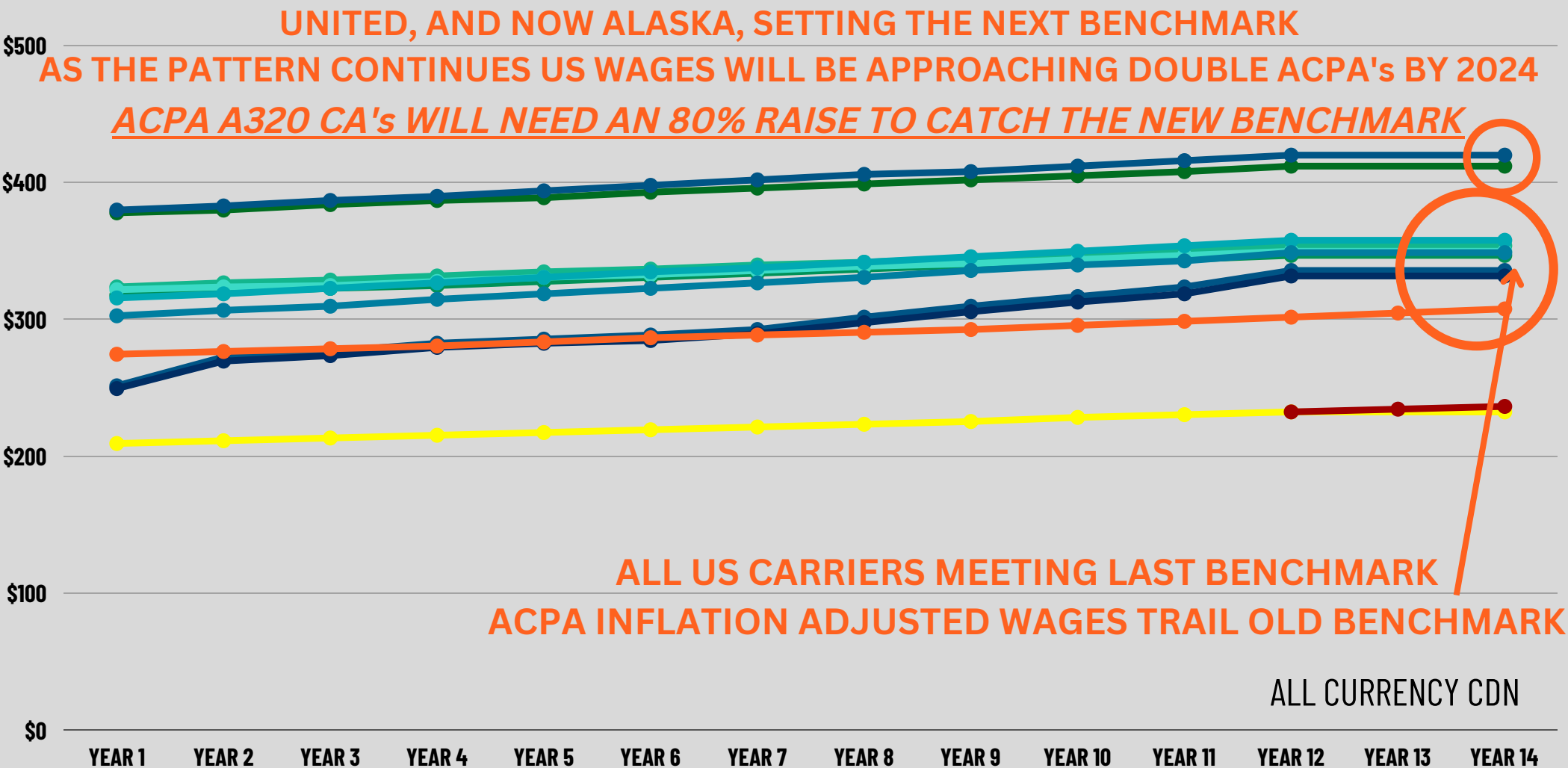
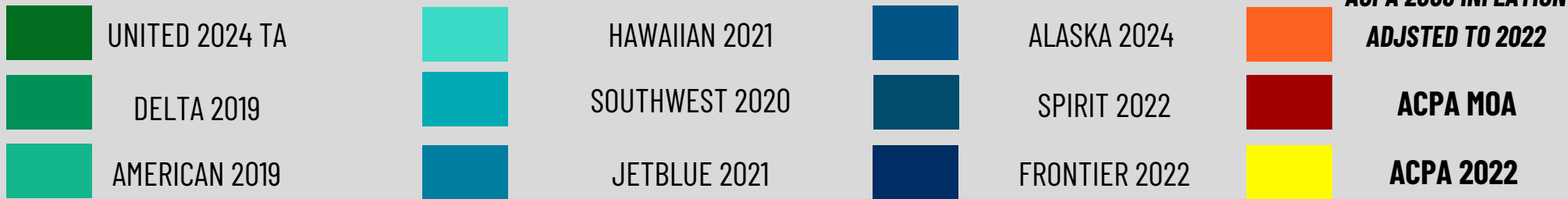


ALL CURRENCY CDN

SEPTEMBER 2022

SOURCE: ACPA. UAL. DELTA, AMR CBA's

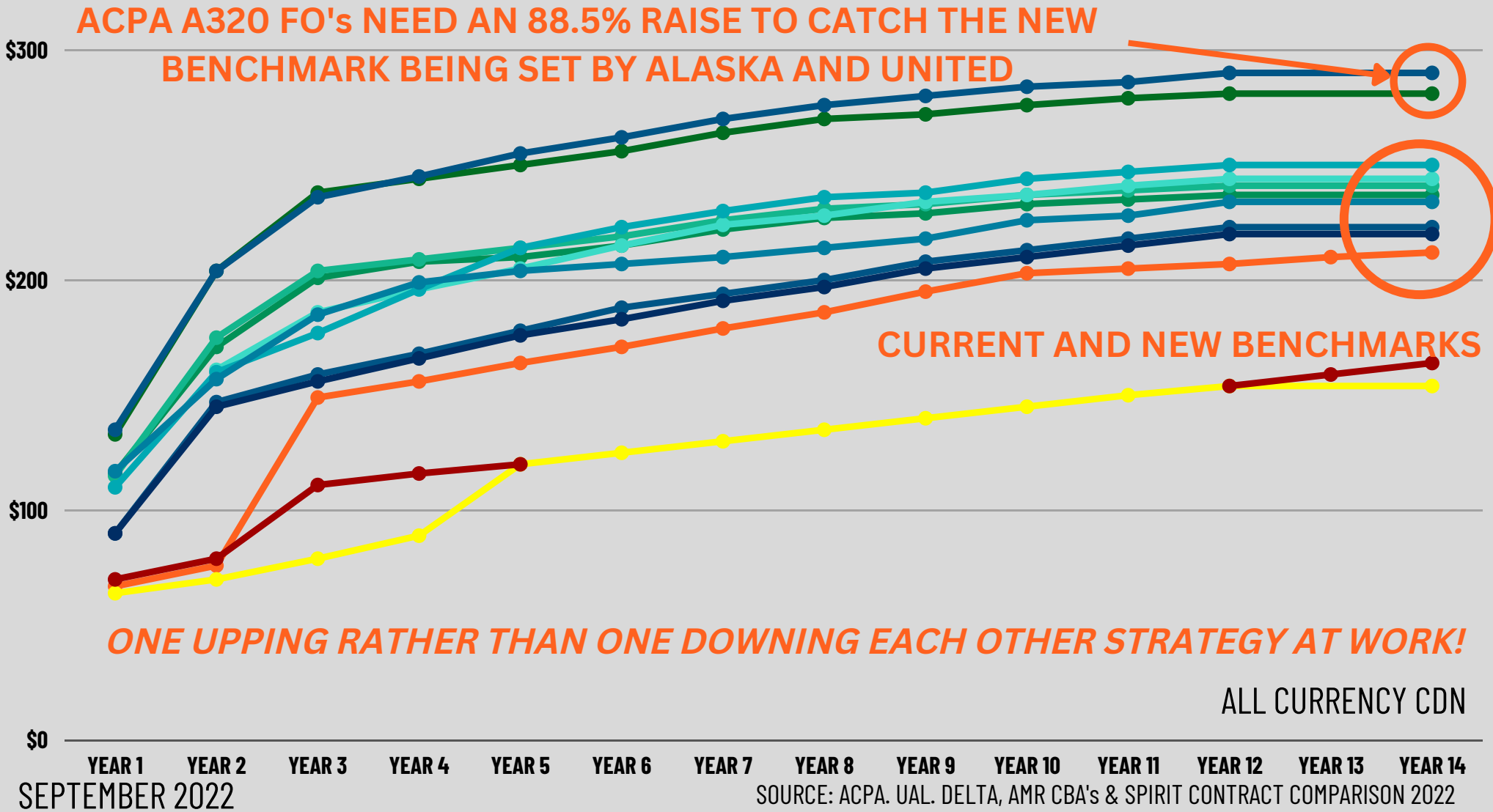
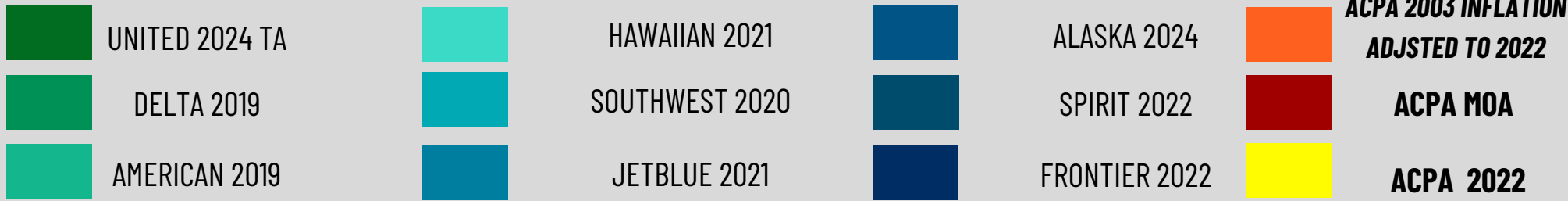
HOURLY CAPTAIN PAY B737/A320 CDN



SEPTEMBER 2022

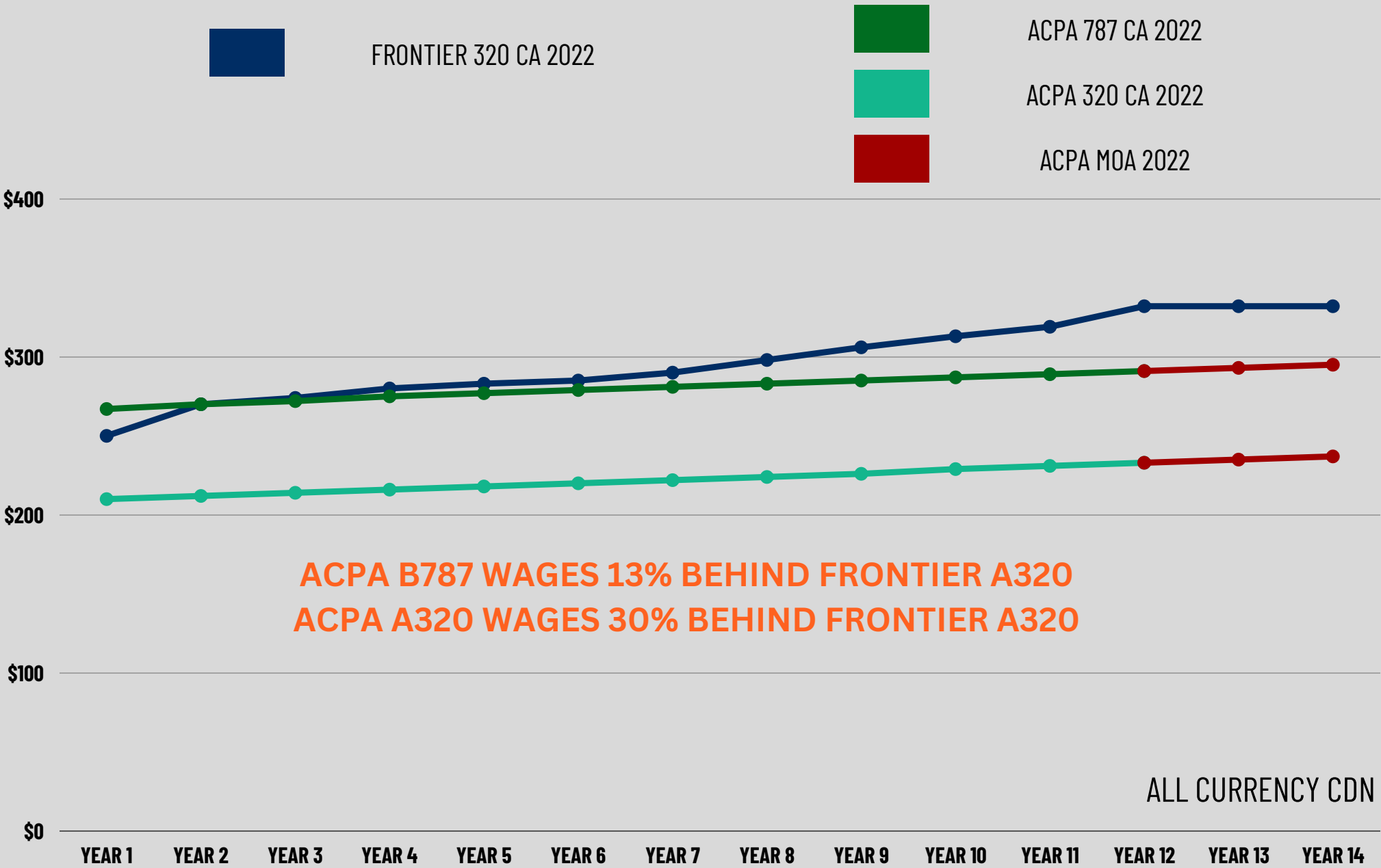
SOURCE: ACPA. UAL. DELTA, AMR CBA's & SPIRIT CONTRACT COMPARISON 2022

HOURLY FIRST OFFICER PAY B737/A320 CDN

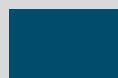


SOURCE: ACPA. UAL. DELTA, AMR CBA's & SPIRIT CONTRACT COMPARISON 2022

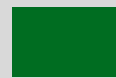
HOURLY CAPTAIN PAY FRONTIER A320 - ACPA B787/A320 CDN



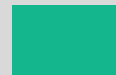
HOURLY CAPTAIN PAY HORIZON 76 SEAT-ACPA A320/B787 CDN



HORIZON 76 SEAT CA 2022



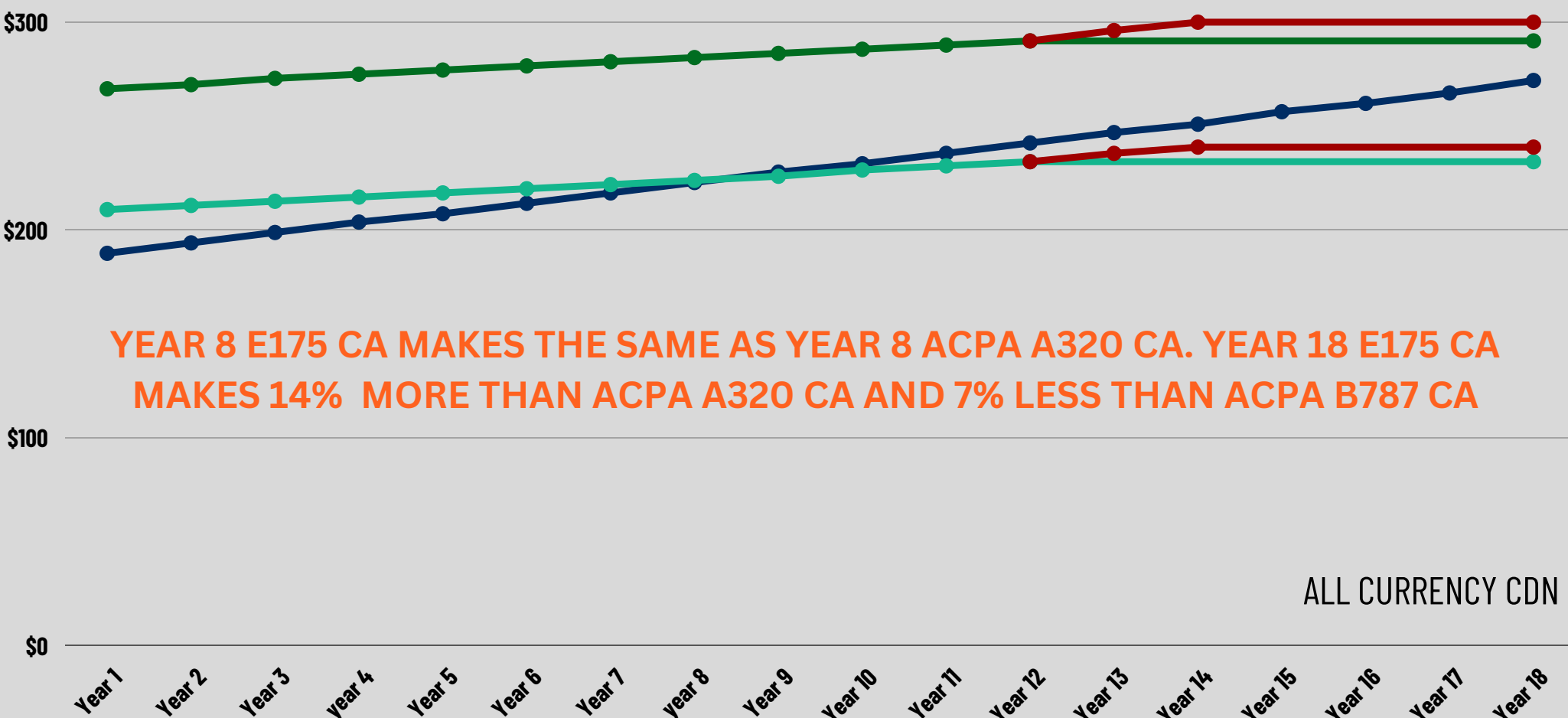
ACPA 787 CA 2022



ACPA 320 CA 2022



ACPA MOA



YEAR 8 E175 CA MAKES THE SAME AS YEAR 8 ACPA A320 CA. YEAR 18 E175 CA MAKES 14% MORE THAN ACPA A320 CA AND 7% LESS THAN ACPA B787 CA

ALL CURRENCY CDN

SEPTEMBER 2022

SOURCE: ACPA AND HORIZON CBA

HOURLY FIRST OFFICER PAY HORIZON 76 SEAT-ACPA A320/B787 CDN



HORIZON 76 SEAT FO 2022



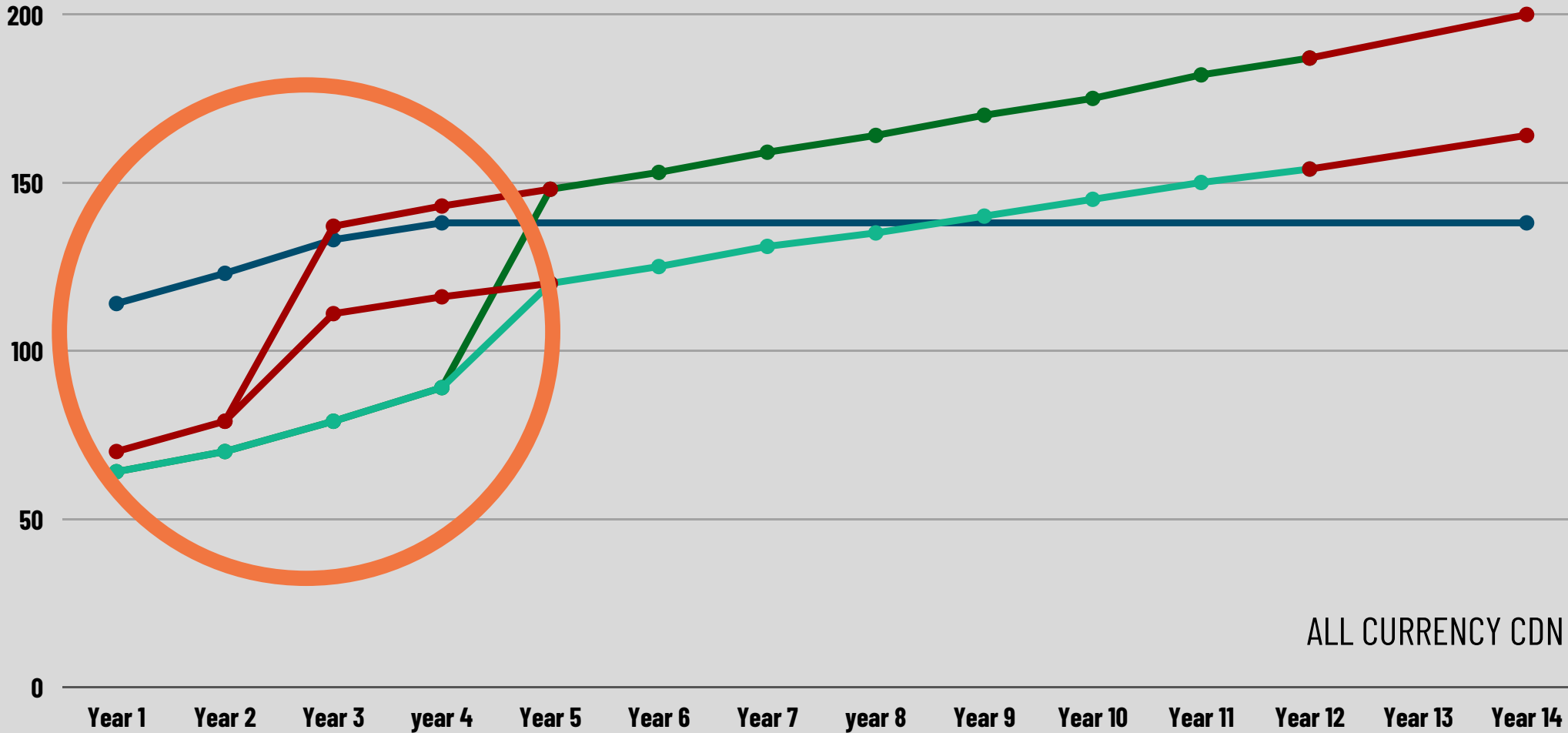
ACPA 787 CA 2022



ACPA 320 CA 2022



ACPA MOA



ALL CURRENCY CDN

SEPTEMBER 2022

SOURCE: ACPA AND HORIZON CBA

IN AN EFFORT TO MANAGE CONSTANTLY FLUCTUATING EXCHANGE RATES IN A WAY THAT IS
EQUITABLE AND STILL MEANINGFUL TO PILOTS

**ALL ACPA WAGES HAVE BEEN CONVERTED TO USD USING A 25 YEAR
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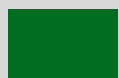
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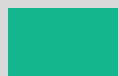
HOURLY CAPTAIN PAY B787 USD



UNITED 2024 FAILED TA



DELTA 2019



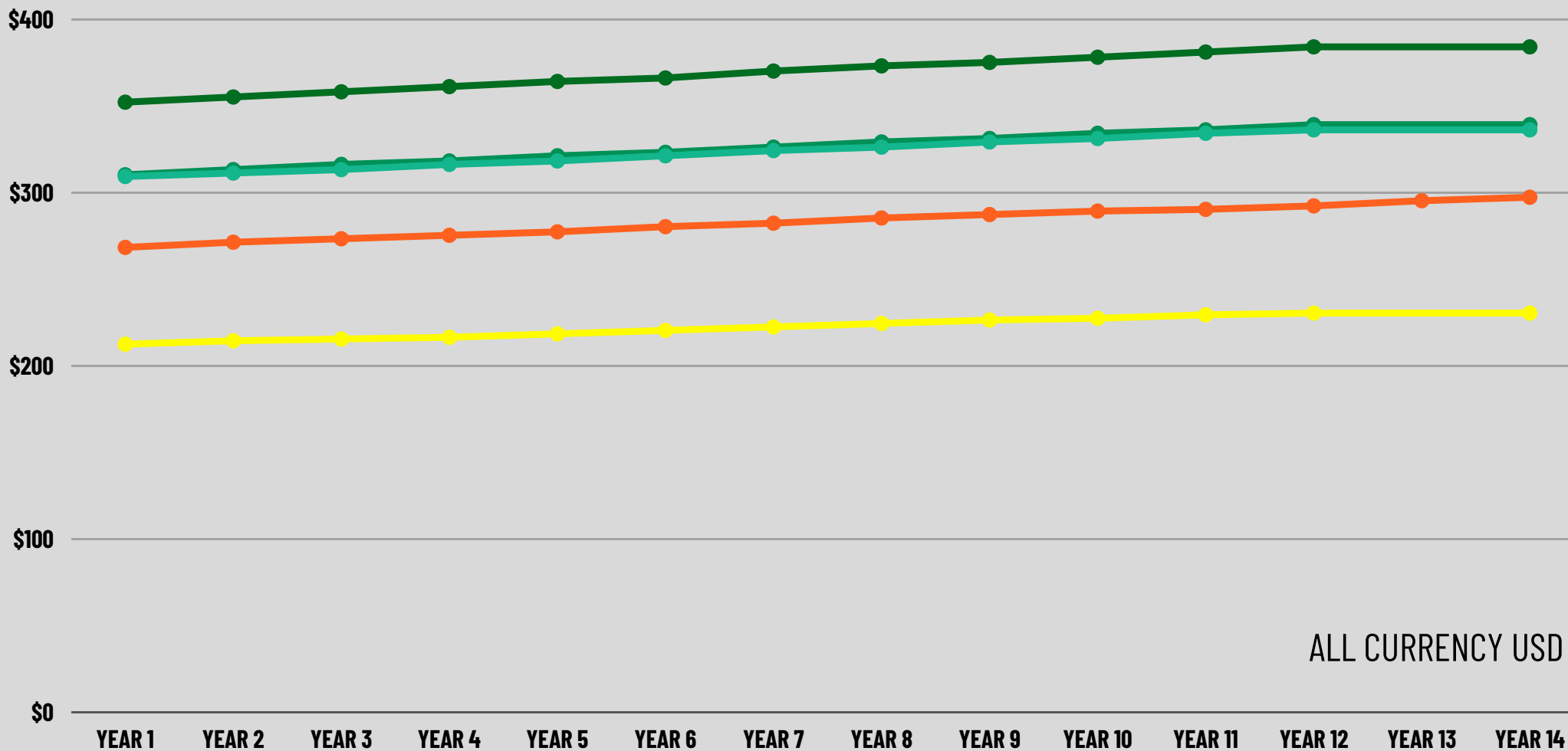
AMERICAN 2019



**ACPA 2003 INFLATION
ADJUSTED TO 2022**



ACPA 2022



ALL CURRENCY USD

SEPTEMBER 2022

SOURCE: ACPA. UAL. DELTA, AMR CBA's

HOURLY FIRST OFFICER PAY B787 USD



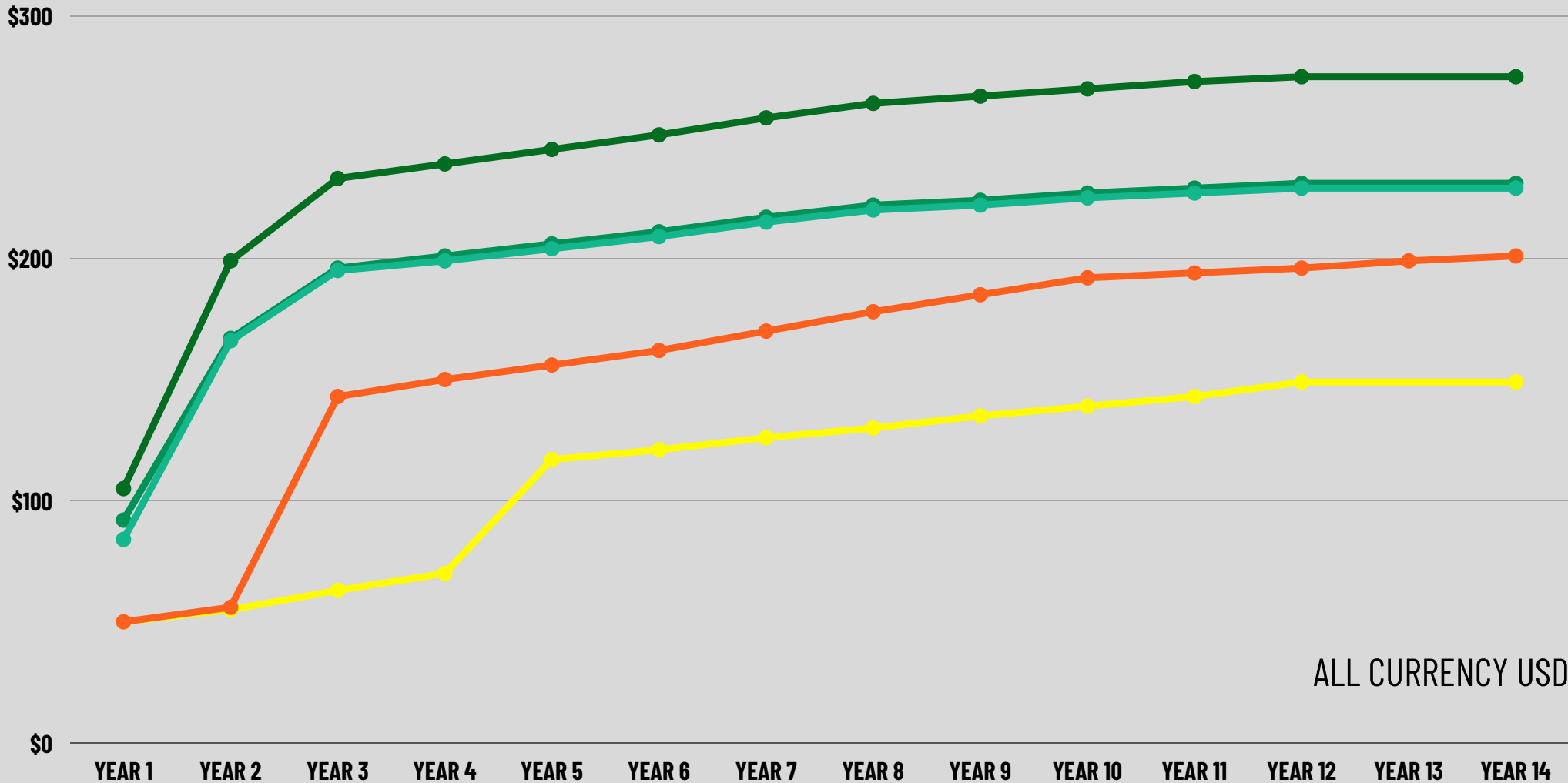
UNITED 2024 FAILED TA

DELTA 2019

AMERICAN 2019

**ACPA 2003 INFLATION
ADJUSTED TO 2022**

ACPA 2022

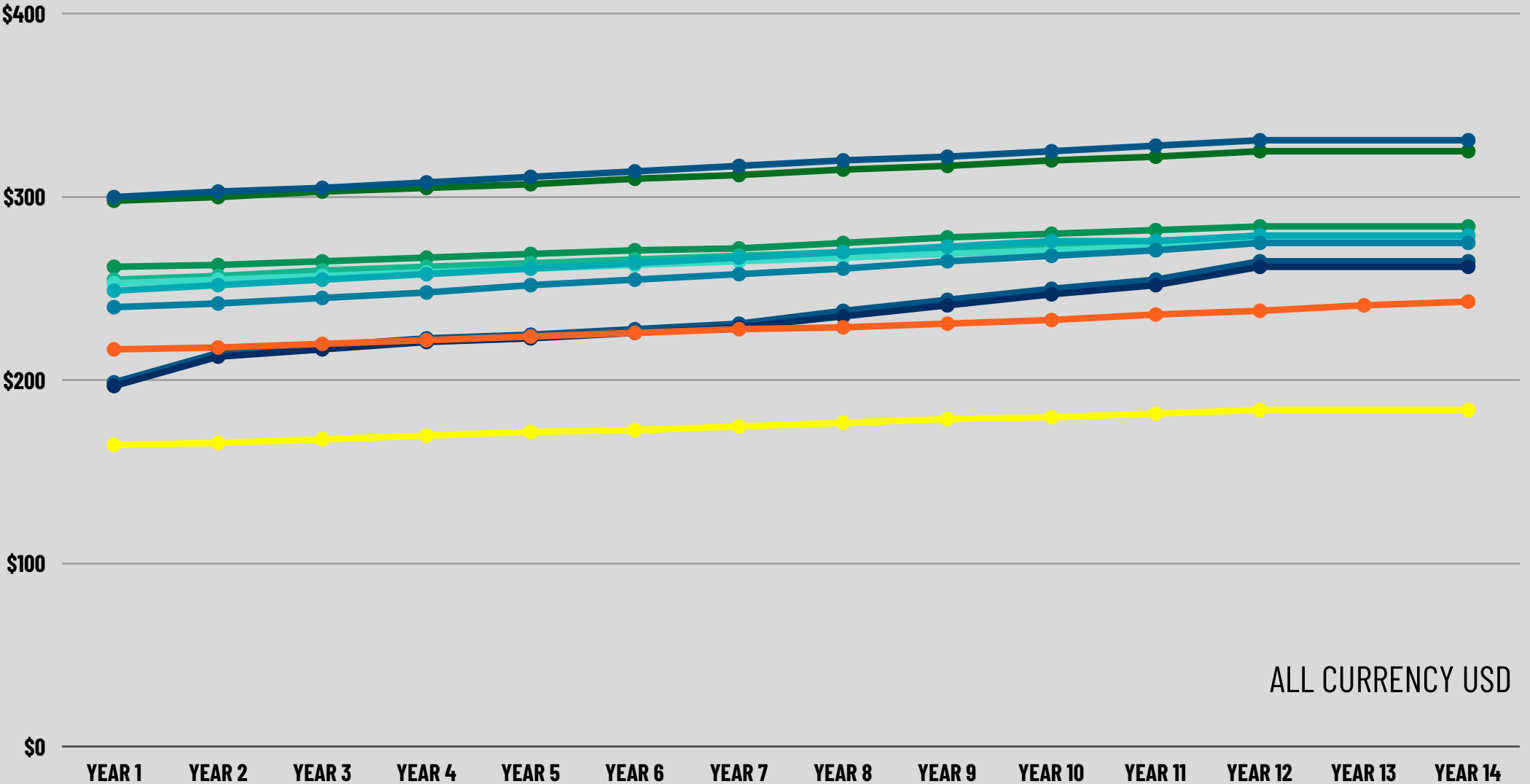


ALL CURRENCY USD

SEPTEMBER 2022

SOURCE: ACPA. UAL. DELTA, AMR CBA's

HOURLY CAPTAIN PAY B737/A320 USD

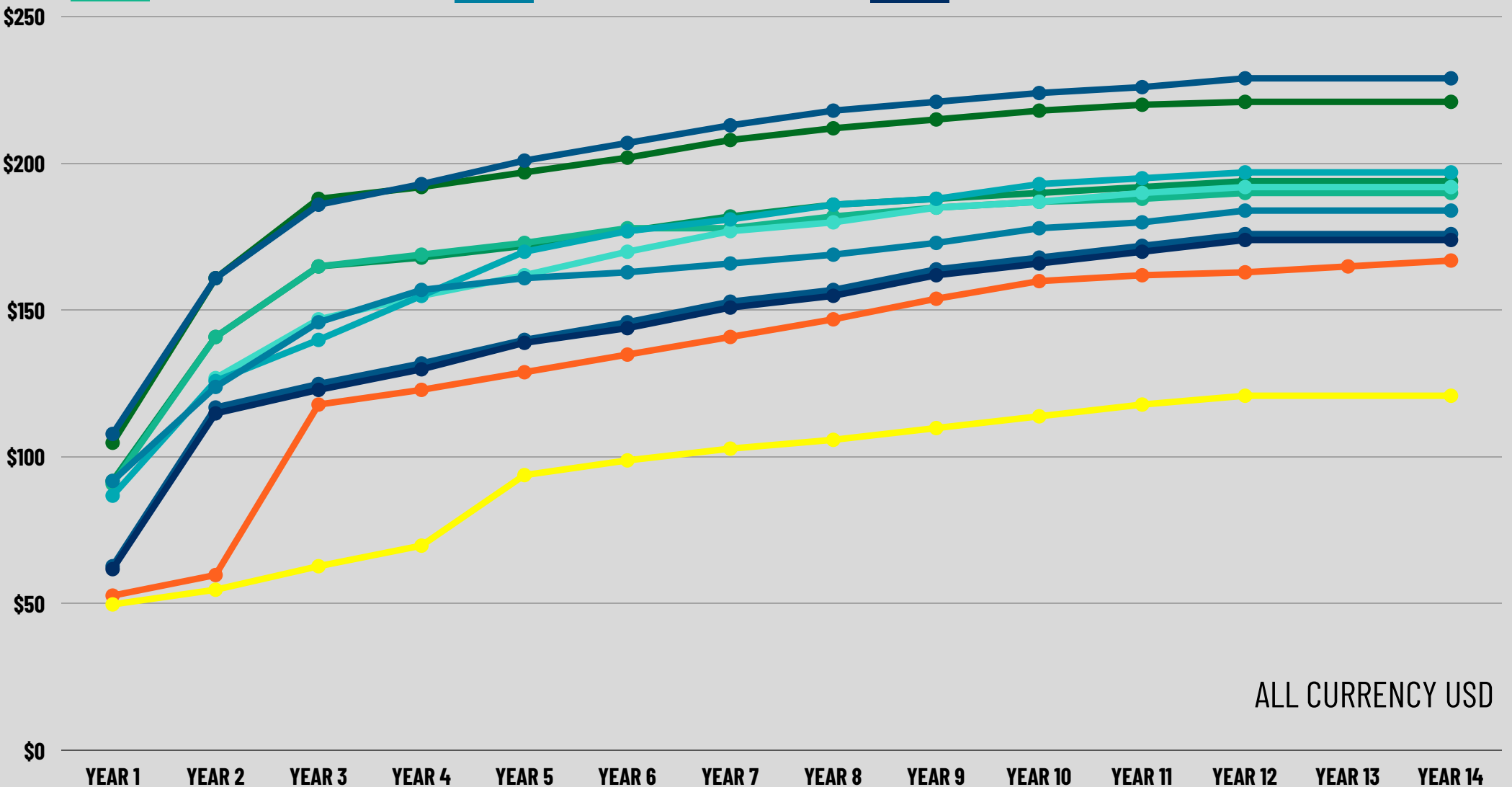


ALL CURRENCY USD

SEPTEMBER 2022

SOURCE: ACPA. UAL. DELTA, AMR CBA's & SPIRIT CONTRACT COMPARISON 2022

HOURLY FIRST OFFICER PAY B737/A320 USD

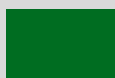


ALL CURRENCY USD

SEPTEMBER 2022

SOURCE: ACPA. UAL. DELTA, AMR CBA's & SPIRIT CONTRACT COMPARISON 2022

HOURLY CAPTAIN PAY FRONTIER A320 - ACPA B787/A320 USD



FRONTIER 320 CA 2022



ACPA 787 CA 2022



ACPA 320 CA 2022

\$300

\$200

\$100

\$0

YEAR 1

YEAR 2

YEAR 3

YEAR 4

YEAR 5

YEAR 6

YEAR 7

YEAR 8

YEAR 9

YEAR 10

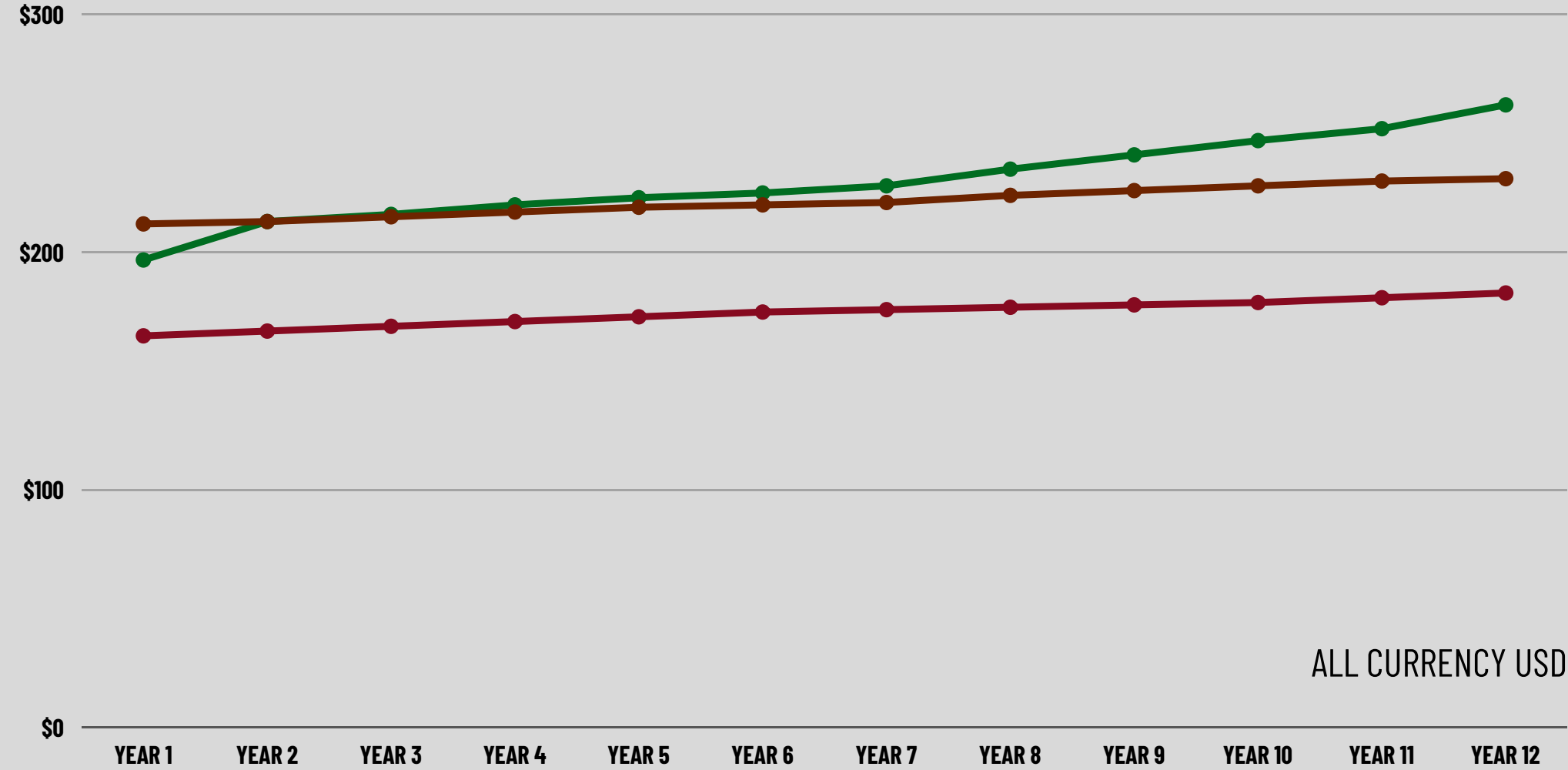
YEAR 11

YEAR 12

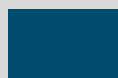
ALL CURRENCY USD

SEPTEMBER 2022

SOURCE ACPA & FRONTIER CBA



HOURLY CAPTAIN PAY **HORIZON 76 SEAT-ACPA A320/B787** USD



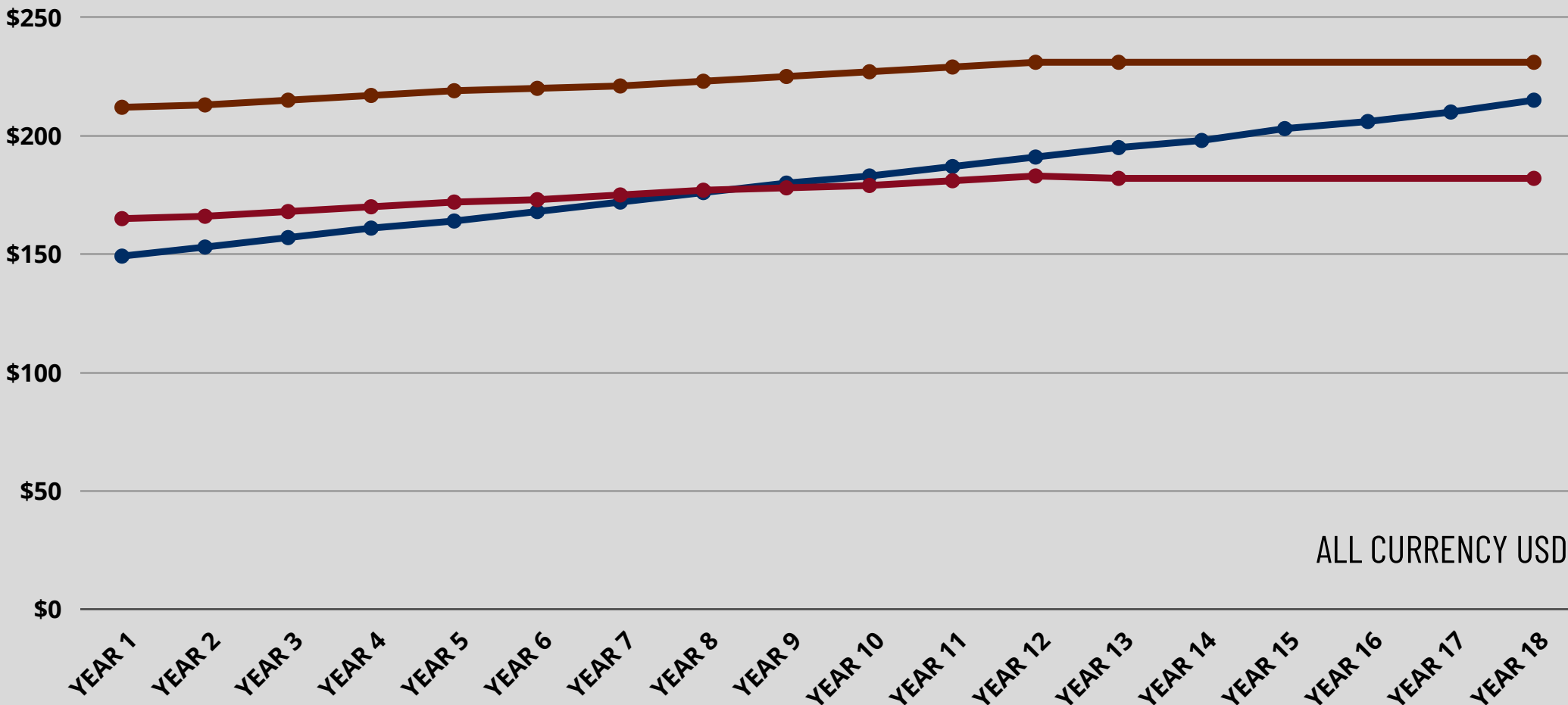
HORIZON 76 SEAT CA 2022



ACPA 787 CA 2022



ACPA 320 CA 2022



ALL CURRENCY USD

SEPTEMBER 2022

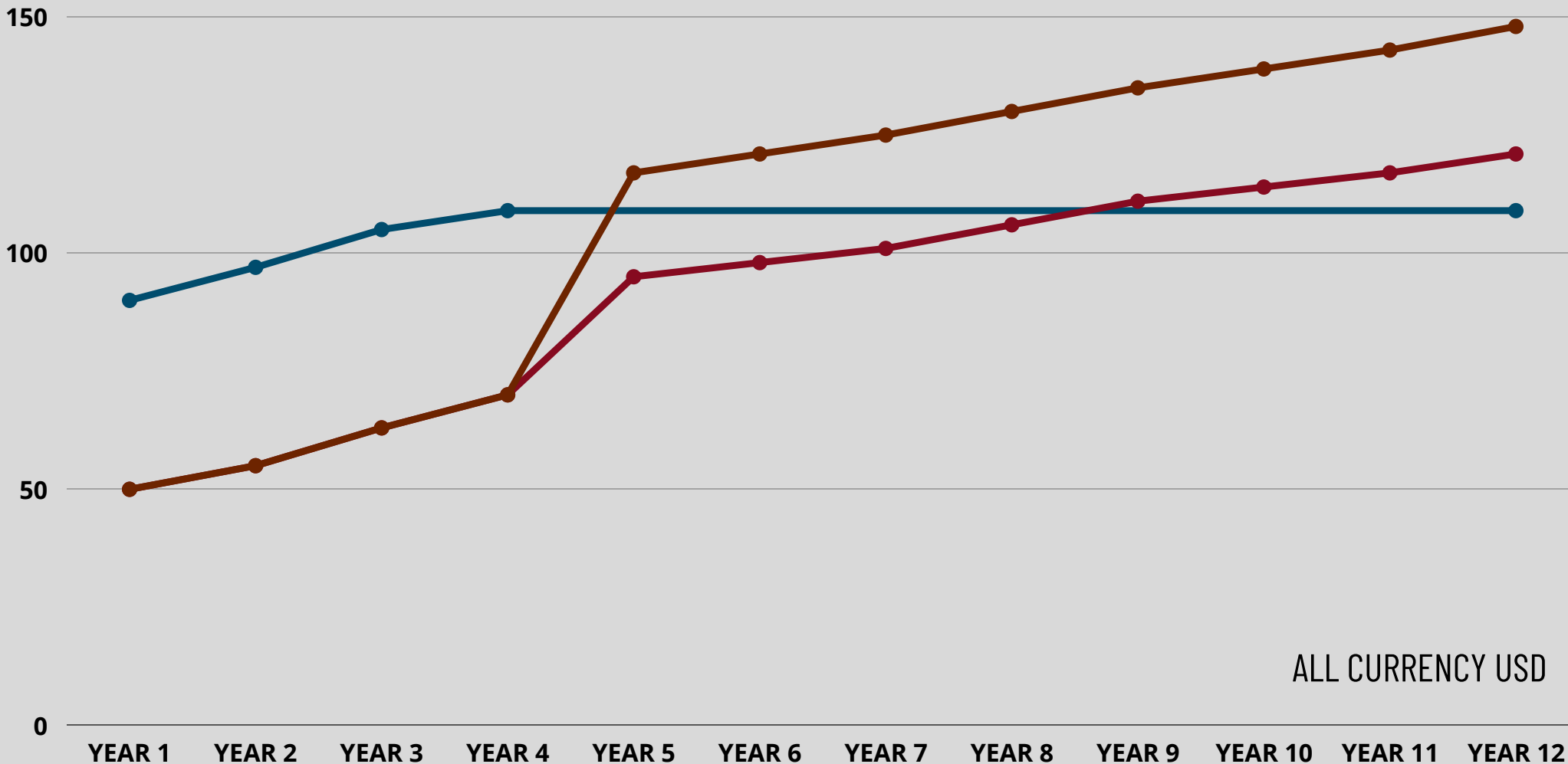
SOURCE: ACPA AND HORIZON CBA

HOURLY FIRST OFFICER PAY **HORIZON 76 SEAT-ACPA A320/B787** USD

 HORIZON 76 SEAT FO 2022

 ACPA 787 FO 2022

 ACPA 320 FO 2022



ALL CURRENCY USD

0

YEAR 1

YEAR 2

YEAR 3

YEAR 4

YEAR 5

YEAR 6

YEAR 7

YEAR 8

YEAR 9

YEAR 10

YEAR 11

YEAR 12

SEPTEMBER 2022

SOURCE: ACPA AND HORIZON CBA

**WHAT IS
OUR
VALUE?**

