



Pilot Employment Improvements Schedule and Salary

Pilot Employment Improvements - Schedule and Salary

What's Been Happening at AirSprint?

Since 2012 AirSprint has been in a transitional period of fleet renewal and rejuvenation. During this time AirSprint has replaced our PC12 aircraft with Cessna Citation CJ2+ and CJ3+ aircraft. In 2016 AirSprint also went on to replace our Cessna Citation Excel/XLS aircraft with the brand new Embraer Legacy 450.

AirSprint's current fleet now consists of 7 CJ series aircraft, and 5 Legacy 450s, with expectation to grow both aircraft fleets in 2018.

2018 also marks the year in which our fleet transition has now been completed, and available resources can be focused more acutely at pilot improvements and quality of life for our flight crews. Improvements that were not attainable without first completing the fleet renewal, and entering a period of expected growth.

Having surveyed our flight crews we have identified the 2 major areas of requested improvements fell into schedule improvements, and salary improvements.

Old Schedule Structure:

AirSprint uses an equity (non-seniority) based Preferential Bidding System (PBS) to allow our pilots flexibility in their schedule. Currently the PBS is posted in 28 day blocks where the pilot is on reserve (available to fly) for 18 days, and off (non-available) for 10 days. The PBS allows for the pilots to bid for where they would like their days off to fall, helping to get those important dates or events off in their schedule.

New Schedule Structure:

AirSprint's new schedule continues to use the PBS system, but now shifts the available days within the 28 day bid block to a standard of 16 reserve days and 12 off days, referred to as the 16/12 schedule. The new schedule system also allows for optional 18/10, and 14/14 ratio of reserve days to off days. There are salary adjustments up and down as shown in this document for working a schedule with more or less available reserve days.

Making these changes has increased the total number of yearly scheduled days off by 26 days on the standard 16/12 schedule

New AirSprint PayScales

Legacy Captain Salary Groups

18/10 Schedule	16/12 Schedule	14/14 Schedule
Salary Group	Salary Group	Salary Group
Group 1 (Year 1-5) \$123,750.00 - \$135,000.00	Group 1 (Year 1-5) \$110,000.00 - \$120,000.00	Group 1 (Year 1-5) \$93,027.22 - \$101,683.82
Group 2 (Year 6-10) \$135,000.00 - \$146,250.00	Group 2 (Year 6-10) \$120,000.00 - \$130,000.00	Group 2 (Year 6-10) \$101,683.82 - \$110,340.41
Group 3 (Year 11-15) \$146,250.00 - \$157,500.00	Group 3 (Year 11-15) \$130,000.00 - \$140,000.00	Group 3 (Year 11-15) \$110,340.41 - \$118,997.00
Group 4 (Year 16-20+) \$157,500.00 - \$168,750.00	Group 4 (Year 16-20+) \$140,000.00 - \$150,000.00	Group 4 (Year 16-20+) \$118,997.00 - \$127,650.00

Within the pilots current Salary Group they are able to accelerate their pay to the top of the Group by time served in their position and job performance.

Cj Series Captain Salary Groups

18/10 Schedule	16/12 Schedule	14/14 Schedule
Salary Group	Salary Group	Salary Group
Group 1 (Year 1-5) \$101,250.00 - \$120,375.00	Group 1 (Year 1-5) \$90,000.00 - \$107,000.00	Group 1 (Year 1-5) \$76,693.60 - \$91,679.81
Group 2 (Year 6-10) \$120,375.00 - \$135,000.00	Group 2 (Year 6-10) \$107,000.00 - \$120,000.00	Group 2 (Year 6-10) \$91,679.81 - \$102,933.38
Group 3 (Year 11-15+) \$135,000.00 - \$146,250.00	Group 3 (Year 11-15+) \$120,000.00 - \$130,000.00	Group 3 (Year 11-15+) \$102,933.38 - \$110,630.96

Jet First Officer Salary Groups

18/10 Schedule	16/12 Schedule	14/14 Schedule
Salary Group	Salary Group	Salary Group
Group 1 (Year 1-5) \$61,875.00 - \$73,125.00	Group 1 (Year 1-5) \$55,000.00 - \$65,000.00	Group 1 (Year 1-5) \$46,541.67 - \$55,198.27
Group 2 (Year 6-8+) \$73,125.00 - \$84,375.00	Group 2 (Year 6-8+) \$65,000.00 - \$75,000.00	Group 2 (Year 6-8+) \$55,198.27 - \$63,825.55

AirSprint Secondary Base Structure

Want to work for AirSprint but don't want to move from your current location to Calgary, Toronto, or Montreal?

AirSprint is pleased to announce that we are moving towards a structure of secondary bases which include Victoria (CYYJ), Vancouver (CYVR), Kelowna (CYLW), Edmonton (CYEG), Saskatoon (CYXE), Winnipeg (CYWG), Ottawa (CYOW), and Quebec City (CYQB). AirSprint pilots will be able to live at these locations full-time, or part-time (seasonal) with approval, and under the current requirements of being able to report for duty within 90 minutes to your home base airport.