



Summary of changes

Article 0 Preamble (T.A. May 15, 2025)

- **0.1** Modernization of language to define Air Transat within Transat A.T.
- **0.5** Improvement of language in the event of amendments to the Collective Agreement.

Article 1 Jurisdiction and scope (T.A. December 8, 2025)

- **1.1.4** We own all the flying.
- **1.1.5** This prevents the parent (Transat AT) from creating a new airline under a different name.
- **1.2.1** Wet-leasing only allowed for Force Majeure (List of conditions), 90-day limit.
- **1.4** Limits on number of code share passengers TS can put on another airline's flight.
- **1.5** Growth matching requirement on any future Joint Venture.
- **1.6** Porter is exempted from scope provisions as JV was signed prior to this CA.
- **1.7** Corporate Reorganization provisions in the event of a merger or sale.

Article 3 Association Activities (T.A. October 16, 2025)

- **3.1.3** Agreement on a fixed number of annual union workdays: 170 MEC, 160 LEC, and 1,250 committees.
- **3.1.4** Discretionary management right over the allocation of release days among the three levels.
 - **3.1.4.1** Maximum restriction: 160 days per month.
 - **3.1.4.2** Maximum restriction: 65 days for March, July, August, and September.
 - **3.1.4.3** Maximum restriction: 60 days between December 15 and January 7.
 - **3.1.4.4** Restrictions shall not apply on weekends or statutory holidays unless authorized by the Company (e.g., transportation).
 - **3.1.4.5** Unused balances may be carried over from one year to the next, up to a maximum of 2,000 days.
- **3.1.8** The use of union release days does not trigger overtime.
- **3.2** Allocation of 90 credits at the regular rate to the MEC Chair.
- **3.3.4** Allocation of 180 days to the Negotiating Committee beginning 12 months prior to contract expiry.
- **3.3.5** Full release of the Negotiating Committee at the Company's expense until the ratification of the agreement.
- **3.4** Allocation of one day for FSAG/FRMS meetings at the Company's expense.
- **3.5** Reimbursement by the Association of union workdays for pilots serving on ALPA National or ALPA Canada committees.

- **3.6** Allocation of 20, 10, or 5 days for positions of President, Vice-President, at ALPA Canada, reimbursed by the Association.
- **3.7** The Company must be notified at least 60 (~~30~~) days prior to any change in the deduction of union dues.
- **3.11.2** The Company shall cover travel expenses for a member of the Association when travel is requested by the Company.
- **3.11.3** Confirmed travel (when available) is provided free of charge on the Air Transat network and at a preferential rate on partner airlines.

Article 4 Seniority (T.A. March 17, 2025)

- **4.1.1** Modification of the publication dates of the seniority list (December 1 and June 1)
- **4.2.1** and **4.2.2** Improvement of the procedure for correcting the seniority list in case of error
- **4.3** Adjustment regarding the assignment of the seniority number at hiring and addition of an evaluation scale as well as recognition of military experience.
- **4.5** Clarification on the reinstatement of an inactive or passive pilot
- **4.6** Reorganization of the reasons for loss of seniority ranking
- **4.7** Revision of the interview notice to the Association 48h before releases

Article 5 Probation (T.A. February 4, 2025)

- **5.1** Clarification in the event of an interruption of the probationary period due to layoff or other reasons.
- **5.2** Specification of the procedure in case of an extension of the probationary period.
- **5.4** Addition of a clause for an end-of-probation interview at the company's discretion, if required.

Article 6 Rules governing assignments (T.A. December 6, 2025)

- **6.1.2** Permanent bases: YUL andYYZ
- **6.1.3** The Company may open a temporary base at its discretion. An LOU is required. A maximum of 20% of the total number of Pilots may be assigned to a temporary base, on a voluntary basis, by seniority.
- **6.2** Position Posting at the discretion of the Company
- **6.2.6** (~~120~~) 180 days between the publication date and the implementation date.
- **6.2.9** The Company must publish the Position Posting results within (~~15~~) 9 days following the Letter of Preference submission deadline.
- **6.2.10** New DQ (Double qualification 330-321) position: a DQ Pilot must change aircraft type at least once every 10 months.
- **6.3** *Letter of Preference*
Everybody has a Letter of Preference. If the Letter of Preference does not include any Positions ranked lower or higher than their current Position:
 - It shall be presumed that the Pilot wishes to retain their current Position;
 - If the Pilot is unable to retain their current Position, they shall be awarded a Position at the discretion of the Company.
- **6.4** Freeze period requiring initial type training for a period of (~~36~~) 30 months.

- Pilots who are involuntarily displaced are not subject to the freeze.
- The Company may, at its discretion, waive the freeze.
- **6.7** A Promotion Evaluation remains valid for a period of 12 months.

Article 7 Layoff and recall (T.A. December 3, 2025)

- **7.1.8** Following a layoff, a Pilot shall have their accrued but unused Annual Leave paid out at an hourly rate which is the greater of:
 - a) The Pilot's current rate of pay; or
 - b) The rate of pay associated with a higher Classification that the Pilot has held within the 180 days prior to the layoff.
- **7.1.9** When a Pilot receives a layoff notice, they may choose one of the following options regarding their medical leave bank:
 - a) Payment: The medical leave bank shall be paid out based on the highest rate of pay the Pilot has held, calculated as follows:
 - Pilots aged 55 or older at the time of separation shall receive one hundred percent (100%) of the value of their bank;
 - Pilots under the age of fifty-five (55) shall receive fifty percent (50%) of the value of their bank.
 - b) Retention: The Pilot may elect not to receive payment and to retain their medical leave bank with the Company.
- **7.1.11** A Pilot who is laid off shall be entitled to two (2) weeks of salary for each full year of service, pro-rated, up to a maximum of ten (10) weeks of salary. In the event of a recall, the Pilot will not be required to return the layoff compensation received, regardless of the time of the recall.
- **7.2.2** Pilots are recalled to work for a minimum period of three (3) months.
- **7.2.2.1** A recall will only be considered effective when the Pilot reports for duty. If the Company cancels a recall notice before the Pilot returns to active service, no salary or rights shall accrue in connection with that recall.
- **7.2.9** A Pilot may decline a recall for any of the following reasons: a more junior Pilot being recalled instead, travel restrictions, training-related financial obligations, or obligations with the Armed Forces.

Article 8 Annual leave (T.A. December 4, 2025)

- **8.2.2** Pilots with less than 1 year of service may take additional vacation days at their own cost.
- **8.3.1** Addition of the National Day for Truth and Reconciliation (September 30) as a statutory holiday. (CLC)
- **8.4** Vacation calendar: 115% of vacation must be available; 6% in July and August; 7% for the rest of the year; maximum 10% in November, distributed evenly by position.
- **8.5.7** When the number of vacation days to which a Pilot is entitled results in a block that is not divisible by 7 days, if 3 to 6 days remain, they must be scheduled as a continuous block within a single week. The Pilot may choose the start day, provided the block does not extend into the following week.
- **8.5.11** For each period selected during phases one and two, the Pilot must decide whether the assigned block is moveable for training.

- **8.8** Unused vacation periods remain available and are subject to a bid for allocation.
- **8.8.6** A Pilot returning from an absence who has Unbid Annual Leave may:
 - a) Take this leave immediately after the end of the absence;
 - b) Return this Annual Leave to the following year's bid and select within the sequence;
 - c) Maintain entitlement to this leave;
 - d) Select from available vacation periods.
- **8.9.2** When a Pilot returns to work after an absence and has Unbid Annual Leave, the Pilot must inform the Company of the chosen option no later than the end of the next business day following their return to work.
- **8.9.2.1** If the Pilot is required to undergo training upon their return, they must advise of their intentions immediately upon returning. They may not subsequently request or be awarded an Annual Leave period that overlaps with their training period.
- **8.10.2** A Pilot may bid only for Annual Leave periods that end no later than the Pilot's last scheduled day of employment. Any remaining Annual Leave not taken before that date must be paid out by the Company.

Article 9 Medical leave (T.A. November 28, 2025)

- **9.3** ~~(36)~~ 52 FTCs per year ~~(3)~~ 4.3 FTCs/month
- **9.5** In the event of illness, ~~(4)~~ 5.2 FTCs shall be deducted per 24h period
- **9.6** A Pilot's medical leave shall not trigger overtime above the premium threshold
- **9.7.4** A Captain who is involuntarily downgraded shall retain all previously accumulated medical leave credits at the Captain rate.
- **9.9.1** The Company may require a medical certificate for any sick leave exceeding ~~(3)~~ 5 consecutive days or more.
- **9.9.3** Upon returning from disability or medical leave, if a medical report is required by the HR or by the insurer, the Company shall cover 100% of the costs.

Article 10 Special Leave (T.A. November 28, 2025)

- **10.1** In the event of the death of a member of a Pilot's immediate family, as described in the CLC, the Pilot shall be entitled to a leave of up to 10 days, consecutive or not, beginning on the date of the family member's death and ending 6 weeks after the date of the funeral, burial, or memorial service, whichever is later.
- **10.1.3** A Pilot who has completed 90 days of continuous service from their date of hire shall be entitled to 3 paid days, credited at 5.2 FTCs per day at their hourly rate.
- **10.2** A Pilot who, or whose spouse, was pregnant and has suffered a pregnancy loss shall be entitled to the following leave: the Pilot shall be entitled to up to 8 weeks of leave under the CLC. After 90 days of service, the Pilot is entitled to 3 paid days at 5.2 FTCs each.
- **10.3** The Pilot is entitled to up to 16 weeks of unpaid leave for adoption.
- **10.7** The Company shall grant each Pilot, for each calendar year, 3 paid personal days (5.2 FTCs/day) and 2 unpaid personal days.
- **10.7.6** On January 1, 15.6 FTCs shall be added to the Pilot's personal leave bank.
- **10.7.8** On January 1 of each year, the Company shall pay out all unused credits from the previous year in the personal leave bank at 50% of the Pilot's hourly rate. Personal leave credits cannot be carried over to the following year.

- **10.7.14** When a pairing is removed or modified from the schedule due to a personal leave request (one leave per 24 hours), the Pilot shall be placed on a Personal Leave Day. When the Pilot can resume duties, they will be placed on REAF. REAF days may be replaced with REAT days when deemed possible by CSD.

Article 11 Maternity and parental leave (T.A. November 30, 2025)

- **11.4.1** Maternity leave may begin no earlier than ~~(11)~~ 13 weeks before the expected date of delivery.
- **11.4.3** A Pilot who informs the Company of the expected date of birth or adoption before the 12th day of the month preceding the publication of schedules may take 11 additional unpaid days before or after the expected date. These days may be taken from the Pilot's vacation or sick leave bank.
- **11.6.1** A Pilot who is responsible for the care of a child is entitled to an unpaid leave of up to ~~(50)~~ 63 weeks during the ~~(52)~~ 78 weeks following the child's birth or the date on which the child is placed in their care. This leave may be divided into two parts.
- **11.6.2** The maximum duration of parental leave shared by two employees upon the birth or adoption of a child is ~~(55)~~ 71 weeks.

Article 12 Unpaid Leave (T.A. April 30 2025)

- **12.1.2.3** Addition of a military leave in accordance with the CLC
- **12.2.2** Improvement of the leave request submission window: request no later than 40 days before, and response no later than 30 days prior to the start of the leave
- **12.4** Military leave preserves years of service for salary progression in the event of a national emergency

Article 13 Planning (T.A. December 8, 2025)

- **13.3.8** Augmented crews for flights to Europe and South America +8h in January 2027 and +7h in January 2030 in the WOCL.
- **13.3.10** No deadhead immediately after a crossing
- **13.7.3** Significant reduction in number of reserved flights taken from the bid package
- **13.9** Reserve is now "best fit" system, no longer based on seniority.
- **13.9** Reserve blocks no longer have FDOs, all days off are GDOs
- **13.11.8** Introduction of Long Call Reserve (LCR) – min 14 hour call out
- **13.11.6** Max 10% reserve per Position, up to 15% only if 50% or more of the reserve blocks are LCR
- **13.14** Introduction of Published Open Time at schedule publication – minimum 1% of all flying must be published as Open Time.
- **13.15** Introduction of voluntary Temporary Zero Blocks

Article 14 Duty Rules (Post-Production) (T.A. December 8, 2025)

- **14.4** Introduction of General Open Time for Pilot bidding at 1.5 x hourly rate
- **14.5** Voluntary Assignment (VA) all paid at 2.0 x hourly rate (draft)

- **14.9** Blank/White day assignments severely restricted, can now only be used in very limited cases:
 - Unplanned meetings with Company
 - Training in case of failure
 - Reserve overlap
- **14.10** Introduction of trip trade with FTC transfer between Pilots
- **14.11** Introduction of trip drop
- **14.13** Introduction of displacement, reassignment only applies when returning from sick/personal leave. Displacement when pairing is removed for any other reason: released from all duties, FTCs protected, able to pick up OT.
- **14.19** Introduction of Voluntary Reserve Duty – blocks of reserve that can be picked up by the Pilot at 2.0 x hourly rate

Article 15 Per Diem and expenses absorbed by the Company (T.A. December 3, 2025)

- No major change

Article 16 Accommodation and transport (T.A. December 9, 2025)

- **16.1.1** Hotels shall be approved by the Committee. In cases where the Pilot is accommodated in a non-approved hotel, the following requirements must be met:
 - It is of equal or higher quality than the approved hotels;
 - It holds a 4-star rating (or an equivalent quality standard based on local norms);
 - It is located in a safe area; and
 - It meets the Company's location criteria.
- **16.1.8** Otherwise, the following premiums shall be paid: \$125 for the first night, and \$150 for each subsequent night.
- **16.1.10** Hotels must be located downtown for layovers exceeding 20 hours, except for training assignments in YUL and YYZ.
- **16.1.11** Lounge access shall be provided for waits of 3 to 5 hours, or a \$75 premium. For waits over 5 hours, access to a hotel room shall be provided, or a \$250 premium.
- **16.1.17** Under no circumstances shall a Pilot be scheduled in a hotel room of lesser quality than that provided to any other group of workers.
- **16.1.18** New Pilots who do not use their scheduled hotels during initial training, and who have informed the Company that their reservations may be cancelled, shall be entitled to 15 hotel nights at their base. These hotel nights must be used within 90 days following the end of their training period.
- **16.2.3** If transportation is not provided within 45 minutes of the arrival (IN) time, and the Pilot is at the designated pickup point, having made reasonable efforts to locate or contact the transportation provider, the Pilot may secure alternate transportation by taxi and notify the CSD.
- **16.2.6** Deadheading on Air Transat: Club Class seat. (If unavailable) a \$500 premium and a priority seat (double-recliner seat; and if unavailable, an exit-row seat (except the middle seat) with an additional \$150 premium).
- **16.2.7** Deadheading on another carrier: Business Class, or (if unavailable) a \$250 premium.
- **16.2.7.2** Pilots will not be required to make a position on an aircraft operated by fewer than 2 pilots, or on any seat assignment other than a window or aisle, or on any air carrier that does not pre-assign confirmed seat numbers that comply with this paragraph.

Article 17 Compensation (T.A. December 9, 2025)

Credit table

Activity	FTC
Flight Time	One hundred percent (100%) of flight time is converted into FTCs. The Pilot obtains a minimum of (4) 4.5 FTCs per Duty Period during which the Pilot operates a flight.
Deadhead (Air and ground)	One hundred percent (50%) (100%) of the scheduled hours are converted into FTC.
Simulator Training	5 FTCs / session
Classroom Training (Including ACP training)	3 FTCs / training period of four (4) hours or less
Medical Leave, Personal Leave	(4) 5.2 FTCs / day
Annual Leave	(4) 4.5 FTCs / day
Short Call Reserve	(3.33) 4 FTCs / period
Long Call Reserve	3 FTCs / period
Association Business	(4) 4.5 FTCs / day
Special Projects	4.5 FTCs / day or half of the duty, whichever is greater
A Pilot who arrives for work and whose presence is no longer required	(4) 4.5 FTCs / day
Online Training	2 hours or less = 1 FTC 2 hours 01mins to 4 hours = 3 FTC 4 hours 01mins to 8 hours = 6 FTC

- **17.1.2** The following FTCs are excluded from the Pilot's Credit-in-Period: Published Open Time, General Open Time and Voluntary Assignment (VA)
- **17.1.3** While on duty, a Pilot shall accrue the greater of the following:
 - Planned FTCs; or
 - Actual FTCs; or
 - 1 FTC for every 4 hours during a Pairing.
- **17.1.3** Where a VA or General Open Time assignment displaces a previously scheduled duty assignment, the FTCs associated with the displaced duty shall not be accrued by the Pilot.
- **17.1.4** A Pilot on REAF shall receive the higher of:
 - The FTCs for the withdrawn pairing, or prorated proportion thereof; or
 - The FTCs for the reassigned pairing.
- **17.2.1** 75 MMG
- **17.2.2** A Pilot's MMG is reduced by 2.47 FTCs for each calendar day in the following situations:
 - unpaid leave;
 - lay off;

- suspension, dismissal;
 - resignation; or
 - ⊖ during periods when Online Training
- **17.3.1** Full recognition of years of service
- **17.3.7** No Pilot shall progress beyond Scale 4 of the First Officer pay scale without holding a valid Airline Transport Pilot Licence (ATPL).
- **17.3.7.2** Upon obtaining a valid ATPL, a Pilot who was previously restricted to Scale 4 pursuant to article 17.3.7 shall immediately advance to the step on the First Officer pay scale that corresponds to their total Years of Service as a Pilot with the Company.
- **17.3.9** The Activation Date of a Pilot shall be:
 - For new hire Pilots: their date of hire.
 - For all other Pilots: the Activation Date shall be the earliest of:
 - The date the Pilot becomes qualified in their new Position;
 - The date a more junior Pilot, awarded the same Position with the same Implementation Date, becomes qualified;
 - The date any Pilot, awarded the same Position with a later Implementation Date, becomes qualified; or
 - Thirty (30) days following the Implementation Date
- **17.3.12** If a Pilot is Involuntarily Displaced to a lower Classification for a period of twelve (12) months or less, they shall receive retroactive pay at the rate of their higher Classification for the full duration of the Displacement.
- **17.3.13** A Pilot who is Involuntarily Displaced from their Classification shall have the ability to choose between the following options regarding their medical leave bank:
 - a) Payment: The medical leave bank shall be paid based on the highest pay rate the Pilot has held, calculated as follows:
 - Pilots aged fifty-five (55) or older shall receive one hundred percent (100%) of the value of their bank;
 - Pilots under the age of fifty-five (55) shall receive fifty percent (50%) of the value of their bank;
 - b) Retention: The Pilot may elect not to receive payment and to retain their medical leave bank with the Company as per Article 9

- 17.4 Pay scales

Years of service	1 st of May 2025			
	First officer		Captain	
	FTC	Salary	FTC	Salary
1	94,45 \$	85 005,00 \$	245,00 \$	220 500,00 \$
2	108,71 \$	97 835,94 \$	253,58 \$	228 217,50 \$
3	122,96 \$	110 666,89 \$	262,07 \$	235 862,79 \$
4	137,22 \$	123 497,83 \$	270,46 \$	243 410,40 \$
5	155,65 \$	140 085,85 \$	278,70 \$	250 834,41 \$
6	170,49 \$	153 439,81 \$	286,79 \$	258 108,61 \$
7	182,36 \$	164 122,98 \$	294,82 \$	265 335,65 \$
8	194,23 \$	174 806,15 \$	304,59 \$	274 129,29 \$
9	206,10 \$	185 489,32 \$	312,86 \$	281 571,53 \$
10	217,97 \$	196 172,49 \$	321,05 \$	288 942,24 \$
11			329,14 \$	296 229,08 \$
12			337,13 \$	303 419,63 \$
13			346,37 \$	311 733,29 \$
14			354,30 \$	318 866,58 \$

Years of service	1 st of May 2026			
	First officer		Captain	
	FTC	Salary	FTC	Salary
1	99,17 \$	89 255,25 \$	257,25 \$	231 525,00 \$
2	114,14 \$	102 727,74 \$	266,25 \$	239 628,38 \$
3	129,11 \$	116 200,23 \$	275,17 \$	247 655,93 \$
4	144,08 \$	129 672,72 \$	283,98 \$	255 580,92 \$
5	163,43 \$	147 090,14 \$	292,64 \$	263 376,13 \$
6	179,01 \$	161 111,80 \$	301,13 \$	271 014,04 \$
7	191,48 \$	172 329,13 \$	309,56 \$	278 602,43 \$
8	203,94 \$	183 546,46 \$	319,82 \$	287 835,75 \$
9	216,40 \$	194 763,79 \$	328,50 \$	295 650,11 \$
10	228,87 \$	205 981,12 \$	337,10 \$	303 389,36 \$
11			345,60 \$	311 040,54 \$
12			353,99 \$	318 590,61 \$
13			363,69 \$	327 319,96 \$
14			372,01 \$	334 809,91 \$

Years of service	1 st of May 2027			
	First officer		Captain	
	FTC	Salary	FTC	Salary
1	104,13 \$	93 718,01 \$	270,11 \$	243 101,25 \$
2	119,85 \$	107 864,13 \$	279,57 \$	251 609,79 \$
3	135,57 \$	122 010,24 \$	288,93 \$	260 038,72 \$
4	151,28 \$	136 156,36 \$	298,18 \$	268 359,96 \$
5	171,61 \$	154 444,65 \$	307,27 \$	276 544,94 \$
6	187,96 \$	169 167,39 \$	316,18 \$	284 564,74 \$
7	201,05 \$	180 945,59 \$	325,04 \$	292 532,56 \$
8	214,14 \$	192 723,78 \$	335,81 \$	302 227,54 \$
9	227,22 \$	204 501,98 \$	344,93 \$	310 432,61 \$
10	240,31 \$	216 280,17 \$	353,95 \$	318 558,82 \$
11			362,88 \$	326 592,56 \$
12			371,69 \$	334 520,14 \$
13			381,87 \$	343 685,96 \$
14			390,61 \$	351 550,40 \$

Years of service	1 st of May 2028			
	First officer		Captain	
	FTC	Salary	FTC	Salary
1	108,30 \$	97 466,73 \$	280,92 \$	252 825,30 \$
2	124,64 \$	112 178,69 \$	290,75 \$	261 674,19 \$
3	140,99 \$	126 890,65 \$	300,49 \$	270 440,27 \$
4	157,34 \$	141 602,61 \$	310,10 \$	279 094,36 \$
5	178,47 \$	160 622,43 \$	319,56 \$	287 606,74 \$
6	195,48 \$	175 934,09 \$	328,83 \$	295 947,33 \$
7	209,09 \$	188 183,41 \$	338,04 \$	304 233,86 \$
8	222,70 \$	200 432,73 \$	349,24 \$	314 316,64 \$
9	236,31 \$	212 682,06 \$	358,72 \$	322 849,92 \$
10	249,92 \$	224 931,38 \$	368,11 \$	331 301,18 \$
11			377,40 \$	339 656,26 \$
12			386,56 \$	347 900,95 \$
13			397,15 \$	357 433,39 \$
14			406,24 \$	365 612,42 \$

Years of service	1 st of May 2029			
	First officer		Captain	
	FTC	Salary	FTC	Salary
1	114,79 \$	103 314,74 \$	297,77 \$	267 994,82 \$
2	132,12 \$	118 909,41 \$	308,19 \$	277 374,64 \$
3	149,45 \$	134 504,09 \$	318,52 \$	286 666,69 \$
4	166,78 \$	150 098,77 \$	328,71 \$	295 840,02 \$
5	189,18 \$	170 259,78 \$	338,74 \$	304 863,14 \$
6	207,21 \$	186 490,13 \$	348,56 \$	313 704,17 \$
7	221,64 \$	199 474,41 \$	358,32 \$	322 487,89 \$
8	236,07 \$	212 458,70 \$	370,20 \$	333 175,64 \$
9	250,49 \$	225 442,98 \$	380,25 \$	342 220,91 \$
10	264,92 \$	238 427,26 \$	390,20 \$	351 179,25 \$
11			400,04 \$	360 035,64 \$
12			409,75 \$	368 775,00 \$
13			420,98 \$	378 879,40 \$
14			430,61 \$	387 549,16 \$

- Instead of a retroactive pay, a signing bonus has been negotiated as of 11% of the salary. The reference salary will be the actual pay scale of a Pilot (before full recognition of years of service). The payments of the signing bonus will be split in two and effectuated as described:
 - 6% May 2026
 - 5% May 2027
- **17.5.1** The Premium Threshold shall be set at 85 Credit-in-Period.
- **17.5.2** All FTCs earned in excess of the Premium Threshold shall be paid at 200% of the Pilot's hourly rate.
- **17.5.3** All FTCs accrued from General Open Time shall be paid at 150% of the Pilot's hourly rate.
- **17.5.4** All FTCs earned during a VA when a Pilot was planned to be on a blank day or a GDO shall be paid 200% of the Pilot's hourly rate.
- **17.5.5** All FTCs earned during a VA when a Pilot was planned to be on Annual Leave shall be paid at 250% of the Pilot's hourly rate
- **17.5.6** A Pilot who accepts to sit in the observer seat on a Deadhead on Air Transat shall receive a premium of \$545.
- **17.5.9** When a Flight Duty Period exceeds the maximum limits due to unforeseen operational circumstances, the Pilot shall be entitled to the following premium:
 - Exceeds between 0:01 and 1:00 past the applicable limit: 500\$
 - Exceeds between 1:01 and 2:00 past the applicable limit: 1500\$
 - Exceeds by more than 2:00 past the applicable limit: 2000\$
Premium for extended duty:
 - Exceeds fifteen (15) hours: 500\$

- Exceeds sixteen (16) hours: 1500\$
- Extended duty and Flight duty extension are non-cumulative.
- Instructor Premium 480\$
 - Check Pilot Premium 630\$
 - Extra for jumpseat 275\$
 - Safety Pilot no club seat 300\$

- 17.8 Transfer of the policy to the collective agreement

Article 18 **Compensatory salary**

- Removal of Article 18. Items incorporated into Article 18

Article 19 **Management Pilot (T.A October 18 2025)**

- *Definition of a Management Pilot (MP):* A passive pilot assigned to management duties and performing managerial responsibilities. **Includes Supervisors**.
- *Definition of Management Operational Flight Allocation (MOFA):* A number of Flight Time Credits (FTC) established in proportion to the number of Company Pilots, which the Company may use to reserve or reassign flights in support of management and the efficient conduct of operations.
- **19.1.2** A voluntary application process is at the discretion of the Company.
- **19.1.3** The Company shall inform the Association of the process.
- **19.1.4** The Company may, at its discretion, post a notice of the management position to allow pilots to express their interest.
- **19.2** The assignment of a Management Pilot position does not alter the Pilot's standing on the seniority list.
- **19.3** A Management Pilot must maintain their qualifications and may retain their position for up to three months following the loss of those qualifications due to inactivity.
- **19.5** Management Pilots are not governed by this Collective Agreement.
- **19.6** When a Management Pilot leaves their management duties, they shall return to their previous position in accordance with Article 6.

Article 20 **New Aircraft Type (T.A. March 17, 2025)**

- No major change

Article 21 **Training (T.A. December 8, 2025)**

- **21.2.19** PPCs must end no later than 3 am
- **21.4** Safety Pilots entitled to Club seat or \$300 premium per leg
- **21.6** Voluntary Training bases to allow for line indoc at base other than your own
- **21.7** Better rules about Deadheading to sim
- **21.9.7** Online training no longer blocks days on your schedule
- **21.10** New "Training Period" rules for Pilots undergoing initial and upgrade training
 - Optimization parameters for the month do not apply
 - During Training Period, 4 GDOs and 8 TDOs (days that can be displaced for training)

- Establishment of a Performance Review Board which must include members from the Association

Article 22 Flight Safety (T.A. December 3, 2025)

- **22.4 Immunity**
Recognition of the importance of an open culture in which pilots are encouraged to provide essential information within a Safety Management System (SMS), protected by an immunity protocol that excludes certain situations.
- **22.5 Accident**
A pilot shall not be required to provide a verbal or written statement to the Company or the Association within less than 24h following an accident or incident. Following an accident, the Company must remove, to the extent possible, all identifying data that may be easily accessible through the Company's internal resources.
- **22.5.3** Summarizes the 3 categories of investigation and the involvement of the CASC depending on the severity of the event.
- **22.5.8** A pilot involved in an accident or serious incident related to aircraft operation while performing their duties shall be relieved from duty as soon as the situation permits. The pilot's return to duty will be determined by the pilot in agreement with the Company and in consultation with the Association. When a flight is interrupted following a MAYDAY or PAN PAN call, the pilot involved shall be granted, after a preliminary (non-prejudicial) information exchange with a Company representative, up to 1 uninterrupted hour to assess their own fitness to continue operations during that duty period.
- **22.6 FDA Team**
The Flight Data Analysis Team is a joint committee established by the Company and the Association, recognized under the designation FDA Team. Only Access Controllers, the representative of the Person Responsible for Maintenance (PRM), and the representative for Technical Operations have access to the depersonalized data collected as part of the FDA program.
- **22.10 Withdrawal of confidentiality**
In exceptional situations where the absence of targeted intervention with the flight crew would represent an unacceptable safety risk, the following protocol shall apply.
- Commitment by both parties to work on the development of an FMGS.

Article 23 Health and Safety (T.A. August 22, 2025) *NEW*

- **23.6.1** The Company shall notify the Association as soon as commercially reasonable prior to the commencement of operations to a new destination.
- **23.6.2** The Health and Safety Committee may issue recommendations to the Company.
- **23.6.3** The Company shall respond to the recommendations made by the Health and Safety Committee.
- **23.7.2** Establishment of a cosmic radiation monitoring program.
- **23.8** Maintenance of a recovery program for pilots dealing with dependency.

Article 24 Medical Examinations and Assessment Review Procedures (T.A. May 15, 2025)

- **24.1.1** Clarification on ATPL and CPL medical standards

- **24.1.4.2** Increase of the maximum amount reimbursable by the Company to \$450 (~~300~~) per examination
- **24.1.7** Language clarification in case of dispute between doctors regarding a pilot's medical condition
- **24.2.3** Language clarification in case of return to work following a review process
- **24.2.4** Reinforcement that the Company will assume all costs associated with a review request made by the Company

Article 25 Insurance (T.A. December 8, 2025)

- Removal of the 50/50 cost-sharing clause
- Life insurance: 3x annual salary up to \$750,000; \$1M without evidence of insurability and \$1.5M with proof of good health
- **Improved Extended Health Care coverage:**
 - Group 1 – Psychologists and Social Workers (~~80%~~) 90% (~~\$750~~) \$1,500 maximum
 - Group 2 – Physiotherapists, Therapists, Chiropractors, Osteopaths: (~~80%~~) 90%; (~~\$750~~) \$850 maximum
 - Group 3 – Acupuncture, Audiology, Naturopathy, Dietetics, Massage Therapy: from (~~80%~~) 90% (~~\$750~~) \$850 maximum
 - Prescription drugs: RAMQ annual maximum in Québec; \$5,000 maximum outside Québec (YYZ)
 - Infertility treatment: \$5,000 lifetime maximum
 - HSA \$500 increases up to \$1,000 with removal of spousal coverage.
 - Eyeglasses: (~~\$400~~) to \$500 / 24 months
 - Medical reports: from (~~\$50~~) to \$300 annually
- Improved Dental coverage:
 - Preventive and Basic: (90%) 100% annual maximum from (~~\$1,000~~) to \$1,500
 - Major: (~~50%~~) to 80% annual maximum (~~\$1,000~~) to \$2,800
 - Orthodontics: 50% lifetime maximum (~~\$2,500~~) to \$4,000
- Short-Term Disability: 66%; (~~\$2,500~~) \$3,461 without proof of good health, and up to \$4,615 with proof – Company paid
- Long-Term Disability: Pilot paid – flexible plans– improvements made; more information will be communicated at roadshows
- Go to market for evaluation

Article 26 Retirement Age

- Removal of Article 26. Items incorporated into a company policy

Article 27 Retirement plan (T.A. December 7, 2025)

- Option to explore an alternative type of pension plan
- Company contribution of up to 9%

Article 28 Profit sharing plan (T.A. November 28, 2025)

- No major change

Article 29 Travel privileges (T.A. December 8, 2025)

- Clarification of retiree travel privileges integrated into the contract.
- Blue Access revision. (April 2026) !!!

Article 30 Disciplinary Measure and Dismissal (T.A. February 5, 2025)

- **30.1.1** Increase of the maximum investigation removal period from 7 to 14 days
- **30.1.4** Clarification regarding CHV for disciplinary measures paid at straight time
- **30.1.5** Advancement of a protection clause for CHV in cases of flight removal following a disciplinary meeting.

Article 31 Grievance and Arbitration (T.A. August 22, 2025)

- **31.2.1** Only the Association may file a grievance on its own behalf or on behalf of the Pilots, and it has 45 (~~30~~) days following the event.
- **31.3.6** Clarification regarding the release of Association witnesses.

Article 32 Uniform and accessories (T.A. December 1, 2025)

- **32.1.3** Point-based system ensuring the current renewal rate (inflation protection). Same uniform article, with the addition of a belt.
- **32.1.7** Alteration allowance of \$200 per year.
- **32.1.9** Maternity-adapted uniform available when required.
- **32.1.10** Additional uniform items available as needed at the pilot's expense.
- **32.2.1** Renewal of the coat and raincoat every 72 months.
- **32.2.3** Company-provided headset is the actual David Clark, renewed every 7 years; otherwise, \$1,000 reimbursement with receipt.
- **32.2.5** In the event of a layoff, return shipping of the uniform is paid by the Company in Quebec and Ontario.
- **32.3** One flight bag (significant improvement on the flight bag) and one suitcase (carry-on or checked bag) every 60 months.
- **32.3.4** Status quo on the allowance (\$126.60).

Article 33 War Hostage-Taking Hijacking Internment, Detention or Disappearance (T.A. Sept 22, 2025)

- **33.1.1** Progress on payment of 100% of the pilot's salary, including negotiated increases
- **33.1.1.2** Enhancement: salary is paid over a period of 90 (~~12~~) months
- **33.1.2** Modernization of language regarding willful misconduct or gross negligence

Article 34 Legal matters (T.A. December 3, 2025)

- **34.3** RAIC, the Pilot is responsible for booking all required appointments.
- If the Pilot encounters significant difficulty securing an appointment, the Company shall provide reasonable assistance to facilitate the booking.

Article 37 Reduced monthly flying program (RMFP) (T.A. December 8, 2025)

- 37.3.1 RMFP periods are now divided in 4 periods
 - January to March
 - April to June
 - July to September
 - October to December
- **37.3** Pilots who wish to obtain an RMFP period shall submit an application using the appropriate electronic form to the Company no later than 90 days before the start of the requested period
- Maximum 15% of the positions
- A pilot is not eligible for RMFP only for the months that has more than 10 days of vacation
- The Company may exclude instructors as required and Pilots on Training Period
- 81 % from regular block, 61 FTCs, 16 GDO

Article 38 Work sharing program (WSP) (T.A. November 26, 2025)

- No major change

Article 39 ~~Asia, Africa, South America~~

Removal of Article 39. Elements incorporated into Article 22 – Flight Safety and Article 23 – Health and Safety

Article 41 Electronic Flight Bag (EFB) (T.A. April 10, 2025)

- Removal of many provisions already covered by the Company's official documentation
- **41.2.3** Addition of a clause related to the use of roaming data
- **41.3.4** Introduction of a *non-geolocation of the pilot* clause.

Article 42 Technical Flights (T.A. October 17, 2025) *NEW*

- **Definition of a Technical Flight:** Any non-revenue flight that the Company determines must be operated by specifically selected pilots for operational, regulatory, or safety reasons. Such flights include, but are not limited to, ferry flights conducted under a ferry permit, test flights, maintenance verification flights, flights conducted exclusively for the purpose of pilot or flight attendant training, and other similar operations for which the Company requires a designated crew.
A flight conducted solely for positioning purposes, with no additional operational or regulatory requirement, shall not be considered a Technical Flight.
- **Definition of a Technical Pilot:** A Pilot designated by the Company to operate Technical Flights.
- **42.1.1** A Technical Flight may be assigned in priority to a Management Pilot.
- **42.1.2** Such flights shall not be deducted from the MOFA bank.

- **42.1.3** The Company may elect to use a line pilot if it so chooses.
- **42.1.4** A Technical Flight shall be paid at the regular rate.
- **42.1.5** A Technical Flight may be added to the general or published open-time flight list.
- **42.1.6** The crew composition of a Technical Flight shall be at the discretion of the Company (MP, TFP, or regular).
- **42.2** The Company may designate Technical Pilots at its discretion.

Article 44 Term of the collective agreement (T.A. December 9, 2025)

- 5 years