

**Sliding Scale for Experience on Aircraft under 100,000 lbs**

As per the CBA the minimum requirements to upgrade to Captain/PIC at Flair are:

1. 5000 hours "Total Flight Time"
2. 2000 hours "Total Flight Time on Jets over 100,000lbs."

Note: For each year at Flair a pilot may reduce their "Total Flight Time" by 500 hours per year to a maximum reduction of 1000 hours.

Notwithstanding the above requirements Flair will take into account other experience and allow a pilot to reduce the "Total Flight Time on Jets over 100,000lbs" requirements for upgrade according to the following matrix:

- i. Jet PIC Airline (705/704) on EMB170/190 or CRJ 700-1000 – over 2000 PIC hours qualify for upgrade.
- ii. Jet PIC Airline (705/704) on RJ/EMB – 1 to 1 credit for PIC hours to a maximum credit of 1500 hours towards the "Total Flight Time on Jets over 100,000lbs."
- iii. Turboprop PIC Q400/similar Airline (705/704) – 1000 hours or more PIC reduces requirement to 1000 hours "Total Flight Time on Jets over 100,000lbs."
- iv. Turboprop PIC B1900/similar Airline (705/704) – 1000 hours or more PIC reduces requirement to 1500 hours "Total Flight Time on Jets over 100,000lbs."
- v. Jet SIC Airline (705/704) on RJ/EMB – 2 to 1 credit to a maximum credit of 1000 hours towards "Total Flight Time on Jets over 100,000lbs."

\*Options above cannot be combined.

\*A reduction of more than 1500 hours will not be permitted.

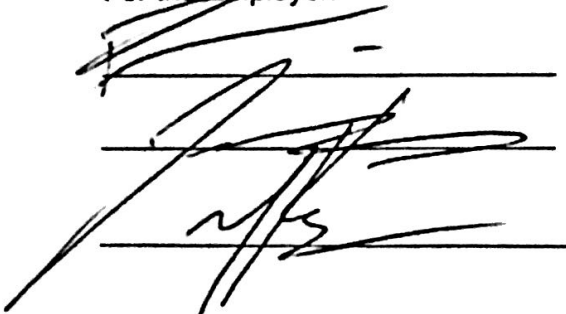
\* The term Airline refers to Canadian 705 (or 704) operations or the foreign equivalent.

\* The term PIC refers to Pilot in Command

\* Matrix eligibility is any First Officer employed by Flair for a period of six months to ensure the candidate has completed an initial and at least one recurrent simulator session(s). This is the intention of options ii. – v.

Signed by the parties on the 6th of October 2020.

For the Employer:



For the Union:

