



Flair vs. Facts

# Why CUPE?

The Canadian Union of Public Employees is Canada's largest union, with **over 665,000 members** across the country. CUPE represents workers in health care, emergency services, education, early learning and child care, municipalities, social services, libraries, utilities, transportation, **airlines** and more.

The Airline Division of CUPE currently has approximately **15,000 members** from **11 airlines** across Canada including **Air Canada, Air Transat, Calm Air, First Air, Canadian North, Cathay Pacific, Sunwing, Air Georgian**, and the more recent additions of **Westjet, China Airlines** and **Flair Air**. CUPE has extensive experience in the airline sector and has been through numerous rounds of Collective Bargaining.

# Things to Think About: Questions from Flair

## **Flair asks, “Does CUPE have your best interest at heart?”**

- ▶ As a CUPE member, you are part of a union that fights for what is good for ALL flight attendants, current and future.
- ▶ Over the last year, CUPE has spent an abundant amount of resources, money and time negotiating a fair collective agreement for you.
- ▶ Do you believe that Flair had YOUR best interest at heart when they proposed to reduce YOUR wages until your bargaining committee fought back?
- ▶ Two-tier is clearly a “divide-and-conquer” strategy from Flair, only because we stood our ground at the bargaining table.
- ▶ **Contrary to what Flair wants you believe, your bargaining committee has always had the best interest of the collective at heart.**

# Things to Think About: Questions from Flair

## Flair asks, “What is CUPE’s true agenda?”

- ▶ **The goal of CUPE as per Article 2.1 in our National Constitution includes:**
  - ▶ “to advance the social, economic and general welfare of workers and retired workers.”
  - ▶ “to improve the wages, working conditions, job security and other conditions of all workers and the pensions and benefits of retirees”
- ▶ **In CUPE Local 4060 bylaws, which members ratified, it also states:**
  - ▶ “Improve the social and economic well-being of all of its members”
  - ▶ “Promote equality for all members and to oppose all types of harassment and discrimination”
  - ▶ “Express its belief in the unity of organized labour.”

# Things to Think About: Questions from Flair

- ▶ CUPE's agenda is clear. We ensure that workers are treated fairly. Not just for your local but for ALL workers in general. We ensure that workers rights do not become a race to the bottom. **NOT ONE STEP BACK.**
- ▶ CUPE's agenda is ensuring that profits do not come off the backs of workers.

# Things to Think About: Questions from Flair

**Flair asks, “Are the union’s demands and expectations realistic for an early-stage company?”**

Let’s be clear. CUPE’s final proposal includes:

- ▶ **Wage scale freeze** for the first two years, and modest cost of living increases of 2% each of the last two years.
- ▶ Long-overdue **scheduling rules** that improve your work-life balance.
- ▶ Benefits in line with Pilots.
- ▶ **Pay equity** for all flight attendants.

**Your bargaining committee has not been unreasonable in negotiations and has been bargaining in good faith throughout this process.**

# Things to Think About: Questions from Flair

## Flair asks, “Are my wages and benefits achievable with another airline?”

- ▶ These are some ultra low cost airlines to which Flair compares themselves in their presentation to you: **Air Asia, Spirit, Allegiant and Swoop.**
- ▶ Airline Weekly’s 2018 annual Global Earnings Scorecard published in June 2018 shows that by comparing Operating Margins for all airlines, **Allegiant (4<sup>th</sup>), Spirit (10<sup>th</sup>), Air Asia (23<sup>th</sup>)** are among the **MOST PROFITABLE AIRLINES IN THE WORLD.**
- ▶ Clearly, the ULCC model is profitable.
- ▶ **The reality is, Flair wants to MAXIMIZE profits on the backs of flight attendants’ wages when they know it is a profitable business model.**
- ▶ **Demanding that future flight attendants work for wages below the poverty line is, in Flair’s view, clearly good business and good for the bottom line.**

## Global Earnings Scoreboard: Most Recent 12 Months Reported

April 2017 through March 2018 for most; all figures exclude special items (Source: *AW* analysis of company reports)

Operating margin is the best way to compare airlines of different sizes in different geographies

By revenues (in m)		By net profit (in m)		By operating margin		By net margin	
American	\$42,954	Delta	\$3,533	Ryanair	14%	Ryanair	30%
Taxi	\$41,851	IAG	\$3,743	Hawaiian	18%	Air Arabia	18%
Lufthansa	\$41,634	Lufthansa	\$2,608	Copa	18%	Copa	15%
United	\$38,318	American	\$2,118	Allegiant	17%	Jazeera	15%
Air France/KLM	\$36,354	Southwest	\$2,173	Southwest	16%	Wizz Air	14%
Emirates	\$27,904	United	\$2,066	Frontier	16%	Cebu Pacific	12%
IAG	\$27,032	Ryanair	\$1,684	Alaska	15%	VietJet	12%
Southwest	\$21,233	Japan Airlines	\$1,717	Wizz Air	15%	Hawaiian	11%
China Southern	\$19,761	Emirates	\$1,121	Cebu Pacific	14%	Allegiant	11%
Air China	\$18,746	Air China	\$1,053	Spirit	14%	Frontier	11%
All Nippon	\$17,802	Qantas	\$883	Chor us	14%	Southwest	10%
China Eastern	\$12,719	Air France/KLM	\$852	JetBlue	14%	LCC	10%
Air Canada	\$13,047	Air Canada	\$927	Delta	14%	Japan Airlines	10%
Qantas	\$12,730	All Nippon	\$892	VietJet	14%	Indigo	10%
Cathay Pacific	\$12,192	China Southern	\$842	Jazeera	14%	Jeju Air	9%
Japan Airlines	\$11,836	Indigo Airlines	\$781	Tiger	14%	Qatar	9%
Turkish Airlines	\$11,741	Alaska	\$711	Juneyao	13%	Alaska	9%
Singapore Airlines	\$11,623	easyJet	\$627	Air Arabia	13%	easyJet	9%
Korean Air	\$10,944	Thomson Airways	\$604	Japan Airlines	13%	Spring Airlines	9%
Norwegian	\$10,471	Singapore Airlines	\$603	SkyWest	12%	Delta	8%
LATAM	\$10,117	JetBlue	\$580	Qatar	12%	Air New Zealand	8%
Thomson Airways	\$9,410	Copa	\$460	Azul	12%	Timothy	8%
Ryanair	\$8,365	Indigo	\$348	Air Asia	11%	Spirit	8%
Alaska	\$8,016	Wizz Air	\$218	Jeju Air	11%	JetBlue	8%
easyJet	\$7,214	Air New Zealand	\$366	easyJet	11%	Qantas	8%
JetBlue	\$7,165	Hawaiian	\$301	Indigo	11%	Air Asia	7%
Thai Airways	\$6,921	LATAM	\$301	American	11%	SpiceJet	7%
Asiana	\$6,735	Korean Air	\$268	Emirates/Kulula	11%	Air Canada	7%
EVA Air	\$6,621	China Eastern	\$260	Qatar	10%	Viva Aerobus	7%
China Airlines	\$6,343	EVA Air	\$283	Air New Zealand	10%	Japan Airlines	6%
SAS	\$6,142	Air Asia	\$276	United	10%	Turkmenistan	6%
Sydney	\$6,542	SAS	\$237	Norwegian	9%	SkyWest	6%
Garuda	\$6,402	Spirit	\$225	Norwegian	9%	Azul	6%
Sydney	\$6,037	WestJet	\$224	Wizz Air	9%	British Airways	6%
Virgin Australia	\$6,009	Avianca	\$221	Turkish Airlines	9%	Pegasus	6%
Jet Airways	\$6,032	WestJet	\$215	Air Canada	9%	Qatar	6%
Air Asia	\$3,836	China Airlines	\$209	All Nippon	8%	WestJet	6%
Air New Zealand	\$3,758	Frontier	\$204	Lufthansa	8%	American	6%
Vietnam Airlines	\$3,616	SkyWest	\$201	LATAM	8%	Air China	6%
WestJet	\$3,593	Air Arabia	\$183	Spring Airlines	8%	Avianca	6%
Indigo	\$3,570	Juneyao	\$179	Air China	8%	United	6%
Aeromexico	\$3,421	Allegiant	\$176	Korean Air	8%	Singapore Airlines	6%
Qatar	\$3,387	Cebu Pacific	\$169	Avianca	7%	EVA Air	6%
SkyWest	\$3,222	Azul	\$157	Viva Aerobus	7%	All Nippon	6%
Emirates	\$3,123	Asiana	\$134	Frontier	7%	Avianca	6%
Spirit	\$3,066	Spring Airlines	\$130	SpiceJet	7%	Emirates/Kulula	6%
Hawaiian	\$3,047	Emirates	\$117	SAS	6%	Sun Country	6%
Copa	\$2,626	China Airlines	\$117	China Airlines	6%	Emirates	6%
Philippine Airlines	\$2,619	EVA Air	\$115	EVA Air	6%	SAS	6%
Azul	\$2,528	Thomson Airways	\$115	Hawaiian	6%	China Southern	6%
Wizz Air	\$2,323	Chor us	\$98	Air France/KLM	6%	Jet Airways	6%
Juneyao	\$2,193	Pegasus	\$94	Singapore Airlines	6%	China Airlines	6%
Etihad	\$2,144	Jet Air	\$87	Emirates	6%	Vietnam Airlines	6%
Frontier	\$1,912	SpiceJet	\$87	Sun Country	6%	Air France/KLM	6%
VietJet	\$1,850	Avianca	\$74	Asiana	6%	Air Mauritius	6%
Singapore Airlines	\$1,761	Aeromexico	\$63	Bangkok Air	4%	LATAM	6%
Allegiant	\$1,523	Virgin Australia	\$42	Thai Airways	4%	Korean Air	6%
Pegasus	\$1,553	Indonair	\$38	Air Mauritius	4%	Asiana	6%
Islandair	\$1,468	Viva Aerobus	\$30	Vietnam Airlines	4%	Islandair	6%
Cebu Pacific	\$1,368	Jazeera	\$30	China Southern	4%	AirAsia X	6%
Volara	\$1,353	Sun Country	\$28	Aeromexico	4%	Thai Airways	6%
Norwegian	\$1,233	AirAsia X	\$26	AirAsia X	3%	China Eastern	6%
SpiceJet	\$1,209	Comair/Kulula	\$23	Islandair	3%	Aeromexico	6%
Interjet	\$1,201	Air Mauritius	\$18	China Eastern	2%	Virgin Australia	6%
AirAsia X	\$1,118	Volara	\$2	Virgin Australia	2%	Volara	6%
Qatar	\$1,023	Cathay Pacific	(\$8)	Garuda	1%	Cathay Pacific	6%
Air Arabia	\$1,037	Etihad	(\$8)	Interjet	1%	Etihad	6%
Jet Air	\$891	Interjet	(\$22)	Etihad	0%	Garuda	1%
British Airways	\$841	British Airways	(\$21)	Etihad Airways	0%	Interjet	1%
Sun Country	\$839	Chor us	(\$24)	Volara	0%	Jet Airways	1%
Air Mauritius	\$830	Jet Airways	(\$23)	Philippine Airlines	-1%	Bangkok Air	1%
Emirates/Kulula	\$869	Norwegian	(\$23)	Cathay Pacific	-1%	Aeroflot	1%
Viva Aerobus	\$856	Philippine Airlines	(\$126)	Aeroflot	-2%	Philippine Airlines	1%
Norwegian	\$848	Norwegian	(\$344)	Norwegian	-3%	Norwegian	1%
Jazeera	\$263	Aeroflot	(\$433)	Nak Air	-12%	Nak Air	-31%



# What Flair says about their offer

- ▶ Existing Flight Attendant group is guaranteed current salary.
- ▶ Step increases of 4% per year up to 15 years.
- ▶ Maximum hourly rate increased from \$46.12 to \$51.90.
- ▶ Guarantee credit hours increased from 2.66 to 4 hours per day.
- ▶ Per diem increased to \$3.50 per hour away from base.

# Facts

## **Flair says, “Existing Flight Attendant group is guaranteed current salary.”**

- ▶ Flair first proposed that ALL flight attendants’ wages be rolled back, so your bargaining committee fought back. Maintaining your current salary should not be seen as a gain. **It should be expected.**

## **Flair says, “Step increases of 4% per year up to 15 years and the maximum hourly rate increased from \$46.12 to \$51.90.”**

- ▶ Step increases have always existed at Flair. Adding a few steps is a fair improvement for flight attendants who have more than 10 years of service. But in this case, it is also used as a tactic to create a divide in the ranks by selling this to current members to sell out the future. **NOT fair.**
- ▶ CUPE negotiates wage increases across the board for **EVERYONE.**

# Facts

**Flair says, “Guaranteed credit hours increased from 2.66 to 4 hours per day.”**

- ▶ In line with the Pilots agreement, also proposed by your bargaining committee. This was **negotiated**.

**Flair says, “Per diem increased to \$3.50 per hour away from base.”**

- ▶ In line with the Pilots agreement, but capped and does not factor in cost of living increases. Your bargaining committee has proposed annual increases throughout the term of the collective agreement and not capped at \$3.50.

# What Flair says about their offer

- ▶ Maintain current pension/saving program terms.
- ▶ Introduction of a Buy on Board commission program.
- ▶ Increased allowance for dry cleaning.
- ▶ Introduction of a footwear allowance.
- ▶ Monthly Cellphone program.
- ▶ ID 75 travel, in addition to current staff travel benefits.

# Facts

**Flair says, “Maintain current pension/saving program terms.”**

- ▶ Once again, these are existing benefits, **maintaining** pension should not be perceived as gain.

**Flair says, “Introduction of a Buy on Board commission program.”**

- ▶ Long overdue.

**Flair says, “Increased allowance for dry cleaning.”**

- ▶ Once again, in line with the Pilots agreement, a proposal your bargaining committee tabled and **negotiated**.

# Facts

## Flair says, “Introduction of a footwear allowance.”

- ▶ In line with the Pilots agreement, this is a proposal your bargaining committee tabled and **negotiated but which was rejected** by the company initially.
- ▶ The company wanted it to be a **bi-annual** allowance, and **your bargaining committee fought for an annual allowance**

## Flair says, “Monthly Cellphone program.”

- ▶ Once again, this was proposed by your bargaining committee but was **rejected by Flair throughout negotiations.**

## Flair says, “ID 75 travel, in addition to current staff travel benefits.”

- ▶ Long overdue, but not yet at ID90.

# What Flair DOES NOT tell you about their offer...

- ▶ No “**Sched or Better**” for flight credits.
- ▶ Limiting your GDOs to 10 days only.
- ▶ Available day.
- ▶ Dropping your monthly minimum guarantee to **75 flight credits**.
- ▶ No restriction to the number of consecutive duty days they may schedule you.

# What Flair DOES NOT tell you about their offer...

- ▶ No maximum on the number of sectors they may schedule you in a day.
- ▶ No cost of living increases to their “Schedule A”. **This is not the same as the yearly increments in the schedule.**
- ▶ Flair can call you for duty **ANY TIME** on a reserve day, not just your scheduled reserve time.





**NOT ONE  
STEP BACK**

**CUPE**



Questions?



Fighting for Fairness

#FLAIRDONTCARE