



Flight Attendant Pay in Canada: Understand **How** It Works



Overview

Flight attendants are paid under a credit hour system, not just when the aircraft is in motion.

Credits are allocated at different rates for different duties and usually guaranteed at a minimum level daily and monthly.

This model — used by Canadian and international airlines — ensures pay for all parts of the job, including ground duties, pre- and post-flight work, and time away from base.

Key Idea:

Credit hours = Total pay credits earned for all duties; not just time in the air.

Typical Core Pay Protections

Element	What It Ensures
Flight Time	Pay for the time between door close/open.
Duty Period Guarantee	Guaranteed minimum pay for each workday, covering all duties.
Time Away from Base	Pay for time away from home, including layovers.
Monthly Minimum Guarantee	Protected base pay every month.
Premiums	Added pay for overtime, holidays, seniority, and training.

Together, these ensure full and fair pay for every duty performed.

The Workday

How the Credit Hour Model Works

Duty Segment	Paid Through
Pre-flight prep: Briefings, safety checks, boarding	Duty Credits
In-flight time: From door close → door open	Flight Time Credits
Post-flight: Deboarding, paperwork, safety duties	Duty Credits
Layover/rest: Required time away from home base	Time Away from Base



Why This System Exists

- ▶ Developed through decades of collective bargaining between airlines and both flight attendant and pilot unions.
- ▶ Legally recognized under the Canada Labour Code, which allows unionized pay systems that meet or exceed minimum standards.
- ▶ Similar systems are used by airlines worldwide.

In Summary

Myth: Flight attendants are only paid when flying.

Fact: The credit hour model compensates all duties—flying and non-flying—through a structured, negotiated system that guarantees fair pay, stability, and recognition of their full professional responsibilities.



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