

CBAA ACAA

CANADA'S VOICE FOR BUSINESS AVIATION
LA VOIX DE L'AVIATION D'AFFAIRES CANADIENNE

2023 ANNUAL REPORT

www.CBAA-ACAA.ca



CANADA'S VOICE
FOR BUSINESS AVIATION

President's Message

Working for you behind the scenes

Canadian business aviation professionals are busy. They may have a flight department to run or a plane to fly from A to B. They may be



overseeing an FBO operation, selling aircraft or providing important support services to a fleet of business jets.

With these everyday priorities, it's easy to lose sight of the big picture for business

aviation: What's happening on Parliament Hill that affects our industry? How will business aviation connect with incoming leaders after the next federal election? How do wages in our sector compare across the country? How will the luxury tax affect your new aircraft purchase?

That's where we come in. Here at CBAA, our team works behind the scenes as the voice of Canadian business aviation. We speak on your behalf in Ottawa and across the country, so the benefits of business aviation and its importance as an economic driver are never overlooked.

Our success is built upon strong relationships cultivated with regulators, politicians and civil servants who impact our industry. At the same time, we work to further strengthen CBAA's value proposition for you, our members.

In 2023, we logged several important "wins" that are outlined in this report.

As 2024 unfolds, our team's unparalleled industry knowledge and expertise will be working for you: deciphering regulatory developments, tracking market movements and identifying important innovations. We'll be rolling out webinars, seminars and conferences to keep our industry connected, offering you valuable information and can't-miss networking opportunities. Finally, we'll continue to play a leading role in advocating proven safety standards and operational best practices.

As always, I thank you for your support and I encourage you to get involved with CBAA. Our voice is always louder when we speak as one.

Anthony Norejko
President and CEO

2023 Highlights:

Strong relationships drive effective communications

In 2023, we:

- ▶ Continued to cultivate strong relationships with regulators;
- ▶ Boosted CBAA's political profile through concentrated engagement and advocacy efforts, including:
 - ▶ Presenting a proposal for a study examining the propriety of the luxury tax implementation process;
 - ▶ Promoting key issues during budget consultations;
 - ▶ Meeting with senior government stakeholders and elected officials;
- ▶ Issuing briefing packages to new ministers, staff and officials in 2023; and,
- ▶ Gathering useful intelligence through key committee meetings.
- ▶ Released CBAA's [2023 Aviation Compensation Study](#), pointing to higher salaries in corporate aviation compared to comparable job families;
- ▶ Issued CBAA's [2022 Economic Impact Study](#), which determined that business aviation operations and business aircraft manufacturing generate \$9.2 billion in GDP and more than 50,000 high-paying Canadian jobs (see table below); and,
- ▶ Completed our [2024 Pre-Budget Submission](#), which called for a moratorium on the luxury tax, encouraged sustainable aviation investments, and highlighted the need for better infrastructure at regional airports.



Economic Impact Statement Stats

Impact	Employment (Jobs)	Wages (\$ Billions)	GDP (\$ Billions)	Output (\$ Billions)
Direct	25,600	\$3.0	\$5.3	\$11.7
Operations	10,900	\$1.2	\$1.5	\$3.7
Manufacturing	14,800	\$1.8	\$3.8	\$8.0
Indirect	17,100	\$1.2	\$2.4	\$4.1
Operations	7,800	\$0.5	\$0.9	\$1.8
Manufacturing	9,200	\$0.7	\$1.5	\$2.3
Induced	10,900	\$0.6	\$1.5	\$2.1
Operations	4,100	\$0.2	\$0.5	\$0.8
Manufacturing	6,800	\$0.4	\$1.0	\$1.3
Total	53,600	\$4.8	\$9.2	\$17.9
Operations	22,800	\$1.9	\$2.9	\$6.3
Manufacturing	30,800	\$2.9	\$6.3	\$11.6

The Year in Review

Our Mission: To be the voice for Business Aviation in Canada

This year, CBAA marked five years of steady achievement and growth under the leadership of President and CEO, Anthony Norejko. In August, Anthony wrote a [letter](#) to CBAA members thanking them for their dedication, passion and unwavering support for the association and its work.

“Together, we’ve weathered challenges, celebrated victories, and have set the stage for an even brighter future,” wrote Anthony.

Over the past five years, CBAA has seen significant membership growth, launched tireless advocacy campaigns, and continued to champion business aviation safety. As the industry’s collective voice has grown stronger, CBAA has seen increased recognition of its role as the voice of Canadian business aviation.

Moving forward, the CBAA team is committed to maintaining this incredible momentum as we work with members to shape the future of business aviation in Canada.

In 2023, we lobbied government to:

- ▶ Commence a study, spearheaded by the Standing Joint Committee for the Scrutiny of Regulations, to examine the legalities associated with the luxury tax implementation;
- ▶ Consider business aviation priorities when preparing Budget 2023 and Budget 2024;
- ▶ Improve access and reduce wait times for business aviation aircraft at Canadian airports;
- ▶ Adjust flight and duty time regulations to reflect challenges posed by Covid-19 and the difficulties finding and training crew to meet new regulations for 703 and 704 operations;
- ▶ Take concrete steps to encourage a domestic supply of sustainable aviation fuel (SAF) in order to meet the industry goal of becoming net-zero by 2050; and,
- ▶ Raise CBAA’s profile through coordinated meetings and briefing packages directed to senior government stakeholders and elected officials.

We increased member value by:

- ▶ Releasing our fourth annual [CBAA Aviation Compensation Study](#) (see table below), confirming once again that the business aviation sector pays, on average, 11 per cent more than airlines/charter firms and 19 per cent higher than maintenance/manufacturing firms across comparable job families;
- ▶ Concluding our latest [Economic Impact Study](#) with InterVISTAS Consulting, pointing to the significant and measurable financial contributions made by business aviation operations and manufacturing facilities;
- ▶ Maintaining our members-only Slack channel, a forum to share best practices, identify challenges and evaluate government decisions;
- ▶ Welcoming the business aviation community to in-person [events](#) and chapter meetings;
- ▶ Intervening with Transport Canada to promote clear communication about the regulator’s recent revisions to aircraft deregistration documentation – CBAA has suggested that TC issue a formal notification for all future changes to forms or certificates.
- ▶ Helping to fast-track regulatory approvals and simplifying compliance with minimum equipment lists, type ratings and looking at additional delegations;
- ▶ Releasing CBAA’s new year-round [online member directory](#) to connect sellers and buyers.

CBAA Aviation Compensation Study

Highlights

Table 2-1:
Average Compensation by Job Family (All Firms), 2022

Job Family	Base Salary Average	Total Cash Average
Management	\$132,218	\$146,180
Administration/Sales	\$62,941	\$64,898
Ramp Attendants	\$47,170	\$47,885
Maintenance	\$93,910	\$97,218
Flight Crew	\$118,796	\$125,462
Safety	\$115,582	\$122,121
Rotary	\$115,832	\$132,100
Operations	4,100	\$0.2
Manufacturing	6,800	\$0.4
Total	53,600	\$4.8
Operations	22,800	\$1.9
Manufacturing	30,800	\$2.9

Table 2-2:
Average Base Salary – Corporate vs. Airlines/Charters, 2022

Job Family	Corporate	Airline and Charter	Differential
Management	\$136,100	\$113,116	20%
Administration/Sales	\$63,805	\$61,318	4%
Ramp Attendants	\$47,749	\$45,510	5%
Maintenance	\$97,562	\$85,704	14%
Flight Crew	\$131,373	\$107,911	22%
Safety	\$118,441	\$116,464	2%
Average Differential			11%

Note:

Data for the Rotary job family are not shown in table above due to insufficient sample size.

CBAA Aviation Compensation Study

Highlights

Table 2-3:
Average Base Salary – Corporate vs. Maintenance/Manufacturing, 2022

Job Family	Corporate	Maint/Manu	Differential
Management	\$136,100	\$113,054	20%
Administration/Sales	\$63,805	\$61,774	3%
Ramp Attendants	\$47,749	\$46,600	2%
Maintenance	\$97,562	\$78,938	24%
Flight Crew	\$131,373	\$106,180	24%
Average Differential			19%

Note:

Data for the Safety and Rotary job families are not shown in table above due to insufficient sample sizes.

Membership and The Year Ahead

We have made incredible progress over the past several years, but our work is not done!

In 2024, the CBAA will continue to promote and defend Canadian business aviation.

To be successful, we need your support. If you're already a member, thank you! If not, here are a few reasons why [CBAA membership](#) is a smart investment:

- ▶ **Connections:** As an association member, you will benefit from access to CBAA's unparalleled industry expertise and the opportunity to liaise with a diverse range of business aviation professionals. [Join us](#) online and in person to share best practices, discuss challenges and collaborate on new partnerships and business opportunities.
- ▶ **Advocacy:** CBAA [lobbies](#) on your behalf to regulatory bodies and government agencies, ensuring that business aviation concerns are always addressed. We keep you informed about industry regulations, market trends and technologies that could influence the future of your business.
- ▶ **Industry Intelligence:** CBAA's value-added [reports and resources](#) help you do business better! Our annual Compensation Study helps you stay competitive with wages and bonuses in this tight labour market. Plus, our Business Aviation Economic Impact Study delivers powerful proof that our industry is a key economic driver.

On behalf of Canada's business aviation community, CBAA will be pursuing several key objectives in 2024:

- ▶ **Post-ICAO Audit:** We'll be working alongside Transport Canada as the regulator evaluates and enacts recommendations from the [ICAO Safety Audit](#).
- ▶ **Spreading the word:** CBAA will be promoting business aviation as a strong economic driver and an industry dedicated to sustainability – we've made incredible progress so far and we are continuing our work towards a greener future!
- ▶ **Safeguarding access:** The association works closely with both airports and air navigation service providers to ensure business aviation has continued access to airports and airspace.

We are the trusted voice for the business aviation industry in Canada. Your CBAA membership comes with a host of benefits, including a direct line to regulatory advocacy, market intelligence and a network of professionals committed to advancing aviation safety and business opportunities. Our goal is to keep Canadian business flying into the future.

The 2023/2024 Chair & Executive Committee



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