

BEFORE:

CANADA INDUSTRIAL RELATIONS BOARD

Application for certification filed pursuant to section 24 of the
Canada Labour Code, R.S.C. 1985, c. L-2

BETWEEN:

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Applicant

- and -

AIR CANADA

Employer

- and -

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS,

Bargaining Agent

REPLY OF THE AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

Seham, Seham, Meltz & Petersen, LLP

199 Main St. – 7th Floor
White Plains, NY 10601
USA

Samuel A. Seham, Esq.

Lee Seham, Esq.

T. 914-997-1346

F. 914-997-7125

I. INTRODUCTION

1. For generations, skilled airline maintenance workers have been victimized by their own trade union. Their work has been outsourced. Their skills denigrated. Their wages suppressed below market levels. And their craft-specific leaders subject to intimidation and threats by the very entity that bears a legal duty to fairly represent them. The incumbent union has deliberately constructed a house divided that cannot stand. Indeed, independent government mediators have found the present arrangement detrimental to labour stability. In accordance with Board precedent, an overwhelming majority of Air Canada skilled maintenance workers hereby demand their right to collectively bargain within a unit of employees that shares a community of interest. They have asked the Aircraft Mechanics Fraternal Association (AMFA), a trade union founded on the principle that skilled airline maintenance workers have distinct interests, to serve as their bargaining agent.¹ Recognition of a skill-based bargaining unit is the only means of addressing the International Association of Machinists and Aerospace Workers' (IAMAW) subordination of the economic and political interests of skilled maintenance workers to those of the unskilled workers who predominate in terms of numbers and political power. While the Canada Industrial Relations Board (CIRB or Board) has rejected previous attempts to form a skill-based bargaining unit at Air Canada, the history recounted below demonstrates that the current collective bargaining arrangement has become untenable and is leading to increasing disfranchisement and instability. Skilled maintenance workers at Air Canada request that the Board recognize their basic right to organize and grant them a bargaining unit of their own, served by a union of their choice.

¹ The IAMAW's response suggests that AMFA only represents positions directly responsible for aircraft maintenance. In fact, AMFA represents the "Mechanics and Related Class and Craft," which broadly includes skilled maintenance employees in the aviation industry.

2. For the reasons expressed herein, pursuant to Section 24 of the *Canada Labour Code* (the *Code*), the Board should certify the following bargaining unit:

A national unit consisting of the following job classifications at Air Canada that are currently represented by the International Association of Machinists and Aerospace Workers (IAMAW): CAT 1 – Aircraft Line Maintenance; CAT 4 – Process Auditor – Aircraft; CAT 13 – Upholstering, Trim, Overhaul, and Fabrication; CAT 14 – Painting; CAT 19 – Structures; CAT 21 – Welding; CAT 23 – Ground Support Equipment (GSE); CAT 24 – Plant Maintenance (Electrical); CAT 25 – Woodworking; CAT 26 – Aircraft Support Equipment (ASE); CAT 27 – Facilities Maintenance (CRE); CAT 36 – Heating, Power and Stationary Plant Operation; CAT 37 – Plant Maintenance (Plumbing and Steam Fitting); CAT 38 – Aircraft Avionics Maintenance; Licensed Planner; Licensed Technical Writer; Technical Writer (Aeronautics); and Technical Instructor (GSE).²

II. FACTUAL BACKGROUND

Proposed Unit

3. The CIRB currently recognizes the following bargaining unit at Air Canada:

[A]ll employees of Air Canada engaged in technical, maintenance and operational support functions or in discrete operational units primarily engaged in such functions, excluding those performing management functions or those employed in a confidential capacity in matters relating to industrial relations and otherwise, and excluding any employees covered by a certification order and employees in discrete positions and functions not included within the scope of bargaining units in either of the merged entities prior to the merger.

Air Canada, 2001 CIRB 147, ¶ 67. The bargaining unit is frequently referred to as Technical, Maintenance, and Operational Support (TMOS). The TMOS unit spans three business units recognized by the Air Canada-IAMAW collective bargaining agreement (CBA): 1) Technical Services,³ 2) Airport & Cargo Operations, and 3) Logistics & Supply. AMFA's application seeks certification of a unit consisting of only those skilled positions within the current bargaining unit

² AMFA has made typographical adjustments to the description of the proposed unit set out in its initial application.

³ The Technical Services business unit is also referred to as Tech Services or Tech Ops.

that are integral to maintenance activities at Air Canada. All positions within the proposed unit are within the Technical Services unit described in Section 4 of the CBA. [Tab 1, pgs. 5–26].

4. The Air Canada-IAMAW CBA confirms that the positions within the proposed bargaining unit are integral to maintenance work at Air Canada. AMFA provides the following position descriptions, largely derived from the CBA section covering the Technical Services unit:

CAT 1 – Aircraft Line Maintenance	Comprising those employees engaged in the line maintenance of the aircraft and power plants and in the overhaul of the aircraft proper.
CAT 4 – Process Auditor – Aircraft	Comprising those employees engaged in the audit of any work or work process related to the maintenance of aircraft.
CAT 13 – Upholstering, Trim Overhaul and Fabrication	Comprising those employees engaged in the overhaul and repair of all aircraft furnishings, fabric work and fabrication of parts, etc.
CAT 14 – Painting	Comprising those employees engaged in performing all paint work required, relative to the aircraft, engines, propellers, instruments, accessories, buildings and ground equipment.
CAT 19 – Structures	Comprising those employees engaged in the repair, installation, modification and fabrication of aircraft structural components and parts and aircraft plumbing systems.
CAT 21 – Welding	Comprising those employees engaged in the welding of aircraft or engine parts or related work.
CAT 23 – Ground Support Equipment (GSE)	Comprising those employees engaged at certain points and to the extent required by the Company, in the trade of mechanic, including the repair and

overhaul of ground equipment and of automotive equipment.

CAT 24 – Plant Maintenance (Electrical)

Comprising those employees engaged in the installation and maintenance of service and distribution electrical systems, forming an integral part of the buildings occupied by the Company. In addition to the above, personnel in this category may be required, by the Company, to carry out specialized electrical functions associated with the maintenance and overhaul of ground equipment, the prime responsibility for which is assigned to Category 23 employees.

CAT 25 – Woodworking

Comprising those employees engaged in the trade of carpentry in all Business Units. This category is largely defunct; all employees in CAT 25 are on layoff.

CAT 26 – Aircraft Support Equipment (ASE)

Comprising those employees engaged at certain points and to the extent required by the Company, in the trade of millwright or mechanic, including the repair of Aircraft Support Equipment.

CAT 27 – Facilities Maintenance (CRE)

Comprising those employees engaged at certain points and to the extent required by the Company, in the trade of mechanic, including the repair and overhaul of Company facilities, including Heating, Ventilation and Air Conditioning (HVAC) systems.

CAT 36 – Heating, Power and Stationary Plant Operation

Comprising those employees engaged in the operation and maintenance of the power house/boiler room equipment and the monitoring and servicing of related systems, including running repairs and maintenance of that equipment as may be specified by the Company.

CAT 37 – Plant Maintenance (Plumbing and Steamfitting)

Comprising those employees engaged in the installation and maintenance of

service and distribution pipe line systems forming an integral part of the buildings occupied by the Company. In addition to the above, personnel in this category may be required, by the Company, to carry out specialized pipe fitting functions associated with the maintenance and overhaul of ground equipment, the prime responsibility for which is assigned to Category 23 employees.

CAT 38 – Aircraft Avionics Maintenance

Comprising those employees engaged in the maintenance of aircraft electrical, electronic and instrument systems.

Licensed Planner

Plan aircraft maintenance work or aircraft maintenance work events. Licenced Planners analyse the proper sequence of maintenance events in order to maintain the serviceability of the aircraft. Licensed Planners are authorized under Canadian Aviation Regulatory Standards (CARS) to assess the validity of defects and to sign-off on work related to airworthiness issues. Only Licensed Planners are authorized to sign-off on Open Maintenance Items (OMIs) according to Air Canada's Control Manual. They must possess a M, E or S AME Licence from Transport Canada.

Licensed Technical Writer

Must, as a minimum, possess the qualifications of an Aircraft Maintenance Engineer in Category 1, 19 or 38 and be knowledgeable in computer technology in order to update aircraft maintenance program documentation, manuals, instructions for aircraft and related components operated by the Company and perform associated duties as required.

Technical Writer (Aeronautics)

Must, as a minimum, possess the qualifications of a Mechanic/Aircraft

Technician in an aviation-related category and be knowledgeable in computer technology in order to update aircraft maintenance program documentation, manuals, instructions for aircraft and related components operated by the Company and perform associated duties as required.

Technical Instructor (GSE)

Must meet the occupational standards for the subject to be taught, have the minimum qualifications and experience as prescribed by the Company and have the ability to instruct and deliver technical training using various methods and strategies, in addition act as subject matter experts in the development of courseware in compliance with Company and the applicable regulatory standard.

5. All positions within the proposed bargaining unit are skilled positions. The Air Canada-IAMAW CBA confirms that the following positions require Transport Canada Aircraft Maintenance Engineer (AME) licenses: CAT 1 – Aircraft Line Maintenance; CAT 4 – Process Auditor – Aircraft; CAT 19 – Structures; CAT 38 – Aircraft Avionics Maintenance; Licensed Planner; and Licensed Technical Writer. [Tab 1, pgs. 11–17]. Depending on license type, AME licenses require a minimum of 550–1000 hours of classroom training, successful completion of a testing, and 36 months–48 months of on-the-job experience. [Tab 2]. The Ellis Chart developed by Employment and Social Development Canada (ESDC) in partnership with the Canadian Council of Directors of Apprenticeship (CCDA) indicates that AME positions require between 1,200–1,232 hours of technical training and between 5,906–7,200 hours of on-the-job training. [Tab 3].

6. Recent Air Canada job postings confirm that the Company similarly imposes training and certifications requirements on non-AME positions within the proposed unit. Based on a recent job

posting for a position in Ontario, CAT 23 – Ground Support Equipment (GSE) applicants must possess 1) a 310S, 310T, or Red Seal certification, 2) a certification in a sub-trade specialization, and 3) a minimum of five (5) years of experience in the trade. [Tab 4]. As reflected in the Ellis Chart, automotive service technicians must complete between 720–980 hours of technical training and between 6,220–6,500 hours of on-the-job training.⁴ [Tab 5]. Based on a recent job posting for a position in Ontario, CAT 24 applicants must possess an Industrial Electrician Red Seal and a minimum of five (5) years of experience in the trade. [Tab 6]. An industrial electrician must complete between 840–1,400 of technical training and between 6,030–8,000 hours of on-the-job training. [Tab 7]. Based on a recent job posting for a position in Quebec, CAT 27 applicants must possess a valid Diploma of Vocational Studies, a G1/G2 Gas License certification,⁵ and a minimum of five (5) years of field experience. [Tab 8]. A G1/G2 Gas License requires approximately 2,000 of combined technical and practical training.⁶ [Tab 9].

7. All the positions within the proposed bargain unit are considered skilled under the National Occupational Classification (NOC) system developed by the Government of Canada. The NOC system divides occupations into categories reflecting training, education, experience, and responsibilities (TEERs). TEER 2 occupations require a college diploma, apprenticeship training of 2 or more years, or supervisory duties. TEER 3 occupations require a college diploma, apprenticeship training of less than 2 years, or more than 6 months of on-the-job training. All positions within the proposed bargaining unit fall within TEER 2 or TEER 3. The following chart lists the positions within the proposed bargaining unit and the corresponding NOC occupations:

CAT 1 – Aircraft Line Maintenance

72404 – Aircraft mechanics and aircraft inspectors – TEER 2 [Tab 10]

⁴ There are some regional variations in Quebec since it is not federally regulated.

⁵ The G1/G2 Gas License is not a Quebec-issued license.

⁶ There are some regional variations in Quebec since it is not federally regulated.

	22313 – Aircraft instrument, electrical and avionics mechanics, technicians and inspectors – TEER 2 [Tab 11]
CAT 4 – Process Auditor – Aircraft	72404 – Aircraft mechanics and aircraft inspectors – TEER 2 [Tab 10]
CAT 13 – Upholstering, Trim Overhaul and Fabrication	63221 – Upholsterers – TEER 3 [Tab 12]
CAT 14 – Painting	73112 – Painters and decorators (except interior decorators) – TEER 3 [Tab 13]
CAT 19 – Structures	72404 – Aircraft mechanics and aircraft inspectors – TEER 2 [Tab 10]
CAT 21 – Welding	72106 – Welders and related machine operators – TEER 2 [Tab 14]
CAT 23 – Ground Support Equipment (GSE)	72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers – TEER 2 [Tab 15]
CAT 24 – Plant Maintenance (Electrical)	72200 – Electricians (except industrial and power system) – TEER 2 [Tab 16]
CAT 25 – Woodworking	72310 – Carpenters – TEER 2 [Tab 17]
CAT 26 – Aircraft Support Equipment (ASE)	72400 – Construction millwrights and industrial mechanics – TEER 2 [Tab 18]
CAT 27 – Facilities Maintenance (CRE)	72402 – Heating, refrigeration and air conditioning mechanics – TEER 2 [Tab 19]
CAT 36 – Heating, Power and Stationary Plant Operation;	72402 – Heating, refrigeration and air conditioning mechanics – TEER 2 [Tab 19] 92100 – Power engineers and power systems operators – TEER 2 [Tab 20]

CAT 37 – Plant Maintenance (Plumbing and Steamfitting)	72301 – Steamfitters, pipefitters and sprinkler system installers – TEER 2 [Tab 21]
CAT 38 – Aircraft Avionic Maintenance	22313 – Aircraft instrument, electrical and avionics mechanics, technicians and inspectors– TEER 2 [Tab 11]
Licensed Planner	72404 – Aircraft mechanics and aircraft inspectors – TEER 2 [Tab 10]
Licensed Technical Writer	72404 – Aircraft mechanics and aircraft inspectors – TEER 2 [Tab 10]
Technical Writer (Aeronautics)	72404 – Aircraft mechanics and aircraft inspectors – TEER 2 [Tab 10] 22313 – Aircraft instrument, electrical and avionics mechanics, technicians and inspectors– TEER 2 [Tab 11]
Technical Instructor (GSE)	72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers – TEER 2 [Tab 15]

8. The proposed bargaining unit contains 1,714 employees. AMFA maintains that the following persons should have been included on the Company’s list of 1,711 employees: 1) FOO, KELVIN CHEH DONG; 2) HII, MARCUS; 3) LEE, JAESUNG. These 1,714 skilled maintenance employees are a minority within the 9,000-employee TMOS bargaining unit.

9. The IAMAW argues that the proposed bargaining unit is not appropriate because it does not include all positions within the Technical Services business unit. AMFA provides the following list of excluded Technical Services positions and the reasons for their exclusion:

CAT 30 – Mechanics Helpers	The positions in this classification are unskilled. Helper positions are identified in the NOC database as 75119 – Other trades helpers and labourers – TEER 5. TEER 5 positions
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			require short-term work demonstration and no formal education. [Tab 22]
CAT 33 – Aircraft Cleaning			The positions in this classification are unskilled and do not perform maintenance functions. They are identified in the NOC database as 65311 – Specialized cleaners – TEER 5. TEER 5 positions require short-term work demonstration and no formal education. [Tab 23]
CAT 34 – Buildings and Facilities Cleaning (all classifications)			The positions in this classification are unskilled and do not perform maintenance functions. They are identified in the NOC database as 65312 – Janitors, caretakers and heavy-duty cleaners – TEER 5. TEER 5 positions require short-term work demonstration and no formal education. [Tab 24]
ACM Communicator			This position is unskilled. It corresponds to the following positions in the NOC database: 14404 – Dispatchers – TEER 4; 14111 – Data entry clerks – TEER 4. TEER 4 positions require only a secondary school diploma or a few weeks of on-the-job training. [Tab 25] [Tab 26]
Technical Data Control and Office Support (all classifications)			These positions are unskilled and do not perform maintenance functions. They correspond to the following positions in the NOC database: 14100 – General office support workers – TEER 4; 14111 – Data entry clerks – TEER 4. TEER 4 positions require only a secondary school diploma or a few weeks of on-the-job training. [Tab 27] [Tab 25].
Technology classifications)	Support	(all	These positions do not perform maintenance functions.

Planning (other than Licensed Planner)

These positions are unskilled.
****Explanation below****

Technical Writer – Control Manual

These positions are unskilled.
****Explanation below****

10. The IAMAW takes particular exception to the exclusion of Non-Licensed Planners and Technical Writers – Control Manual from the proposed bargaining unit. It argues that those classifications perform the same work as classifications that are included in the proposed bargaining unit. With respect to the Planner Category, Licensed Planners and Non-Licensed Planners have different training and therefore may perform different job duties. Licensed Planners are required to hold AME licenses and Aircraft Certification Authorities (ACA). [Tab 1, pgs. 16]. Obtainment of the licenses requires thousands of hours of study and training. [Tab 2]. As a result of this study and training, Licensed Planners are authorized by Air Canada and Canadian Aviation Regulations (CARS) to sign-off on Open Maintenance Issues (OMIs). They are authorized by Air Canada and the CARS to determine if aircraft defects effect the airworthiness of an aircraft.

11. With respect to the Technical Writer category, the CBA provides that the Technical Writer (Aeronautics) position must “possess the qualifications of a Mechanic/Aircraft Technician in an aviation-related category” [Tab 1, pg. 16]. Thus, the Technical Writer (Aeronautics) classification must possess the same qualifications as skilled employees in the CAT 1, CAT 19, or CAT 38 positions. The Technical Writer – Control Manual only requires knowledge “in the development of procedures, policies and standards” and does share the qualifications of any other skilled Category. [Tab 1, pg. 17]. AMFA believes that its proposed bargaining unit covers *all* skilled maintenance positions at Air Canada. Should the Board determine that either the Non-Licensed Planner or Technical Writer – Control Manual positions constitute skilled positions, AMFA would welcome those classifications in its bargaining unit.

12. The IAMAW has also falsely represented to the CIRB that there are no prior experience, training, or licensing requirements for positions within CAT 13 or CAT 14. That argument is consistent with the IAMAW's historic practice of denigrating skilled maintenance positions. Prior Air Canada job postings for the CAT 13 position confirm that applicants must have completed "2 years of College in a Technical Training school with a Diploma [and possess] 4 years' work related experience in auto, aircraft, rail, furniture, marine upholstery or in cabinetry." [Tab 28]. Job postings for the CAT 14 positions require that applicants confirm "[Possession of a] [h]igh school diploma/Diploma of Vocational Studies; Possession of a valid Painter Certificate, Red Seal 310B or equivalent; Minimum 3-5 years of experience as a body repair/automotive painter or equivalent experience." [Tab 29]. Both CAT 13 and CAT 14 are TEER 3 positions under NOC classification systems, which confirms the substantive training requirements for the positions.

History of the Proposed Unit

13. The TMOS bargaining unit currently recognized by the CIRB is the product of the merger between Air Canada and Canadian Airlines International, Ltd. (CAIL) in the year 2000. Even prior to the merger, there were clear tensions between skilled and unskilled maintenance workers at the respective companies. As the IAMAW recognize in its response to AMFA's application, as early as 1980, aircraft inspectors and certified aircraft technicians at Air Canada formed an independent union and sought certification of a separate bargaining unit. The certification effort was driven by the aircraft inspector's and certified aircraft technician's determination that they did not share a community of interest with other positions within their IAMAW-represented bargaining unit. The Board denied the application on the basis that specialized knowledge and responsibilities of the aircraft inspectors and certified aircraft technicians, *standing alone*, did not justify the creation of a separate bargaining unit that excluded other skilled employees. [Tab 30].

The Board's decision noted that efforts by Air Canada aircraft mechanics to form an independent bargaining unit could be traced back as far as 1947. In 1999, just prior to the merger of CAIL and Air Canada, CAIL skilled maintenance workers petitioned the IAMAW to grant them a separate bargaining unit within the association. The IAMAW dismissed the petition out of hand. Also in 1999, skilled maintenance workers at CAIL formed an independent union and attempted to organize workers within the Technical Services Group. The organizing drive failed due to the IAMAW's retaliatory response, which included bringing union charges against the leaders of the organization effort. [Tab 31].

14. In the context of the Air Canada-CAIL merger, the Board recognized that integration of the pre-existing bargaining units at the two companies raised serious difficulties. *Air Canada* 2000 CIRB 90, ¶ 43. The Board established a process whereby the Company and affected bargaining agents would first attempt to resolve integration issues through direct conferral. *Id.* at ¶ 132. An integration agreement reached by the parties would be approved by the Board, "except in the most extraordinary of circumstances in which the agreement of the parties might appear contrary to some fundamental policy of the *Code*." *Id.* at ¶ 37. The Board would only resolve open integration issues in the event that the parties failed to reach an agreement. *Id.*

15. At the time of the merger, the IAMAW represented both the Air Canada Ground Unit and the CAIL Technical Services Group. The positions within the two units substantially overlapped, and both units included skilled maintenance workers. While the Employer and the IAMAW agreed that the Ground Unit and Technical Services Group would be integrated, discussions faltered on how the unit would be defined. Air Canada sought a bargaining unit that enumerated included positions and acknowledged the divisions between Technical Operations, Airport and Cargo Operations, and Purchasing and Supply positions. *Air Canada*, 2001 CIRB 104, at ¶ 68. The

IAMAW, in furtherance of its own institutional interests, sought a more generic and universal description of the bargaining unit. *Id.* at 64.

16. In a preliminary order, the Board determined that the need to merge previously separate bargaining units made a generic approach to bargaining unit construction more appropriate. *Id.* at ¶¶ 69, 78. The Board found that additional baggage and cargo positions as well as positions identified as within the CAIL Addendum Group would likely be included in a generic Technical, Maintenance, and Operational Support unit. *Id.* at ¶¶ 85, 88, 92. It reserved final determination on the bargaining unit's description and solicited additional submissions from the interested parties. *Id.* at ¶ 92.

17. The Board's analysis of these submissions was addressed in a subsequent order. *Air Canada*, 2001 CIRB 147. It specifically considered arguments by the Company that the CAIL Addendum Group should not be incorporated in the Technical, Maintenance, and Operational Support unit. The Addendum Group consisted of an amalgamation of position including Planners, Expeditors, and Chemical Waste Plant Operators. While these positions were unionized at CAIL, the equivalent positions were un-unionized at Air Canada. The Company argued that the merger did not provide grounds for the expansion of union representation on the property. In considering the question, the Board noted its preference for broad-based units. It noted that deviation from a broad-based bargaining unit model could be warranted by considerations such as divergent community of interests and the need to afford smaller groups adequate representation. *Id.* at ¶ 62. The Board ultimately concluded that the Addendum Group should be included with the bargaining unit. *Id.* at ¶¶ 63–67. With modifications, the Board endorsed a generic description of the bargaining unit proposed by the IAMAW. *Id.* at ¶ 67.

18. In 2003, Air Canada declared bankruptcy due to a global slowdown in air travel and operational issues and financial obligations connected with the Air Canada-CAIL merger. In the course of bankruptcy proceedings, Air Canada extracted significant concessions from unions on the property including the IAMAW. Air Canada emerged from the bankruptcy with a new parent company, ACE Aviation Holdings. The Company also created two organizational units covered by the TMOS collective bargaining agreement, Air Canada Technical Services (ACTS) and Air Canada Maintenance (ACM). The ACTS group performed heavy aircraft maintenance and overhaul work while the ACM group performed lighter line maintenance. It quickly became apparent that ACE Aviation Holdings intended to sell off the Air Canada ACTS business to “unlock further value for ACE shareholders in the medium and long term.” [Tab 32].

19. In 2005, Air Canada employees formed the Canadian Aircraft Maintenance Association (CAMA) and sought Board certification of the following unit:

All employees of Air Canada engaged in maintenance functions within the Air Canada Maintenance (ACM) unit and falling within categories 1 (Aircraft Line Maintenance), 13 (Upholstering, Trim overhaul and Fabrication), 19 (Sheet Metal Fabrication, Repairs, and Plumbing), 31 (Tool Issuing), 33 (Aircraft Cleaning), and 38 (Aircraft Avionics Maintenance) and including uncategorized Maintenance Planners, but excluding those performing management functions or those employed in a confidential capacity in matters relating to industrial relations and otherwise.

Air Canada, 2005 CIRB 341, ¶ 1. CAMA argued that the identified positions had a focus on the day-to-day flight readiness and worthiness of Air Canada’s commercial aircraft and therefore shared a community of interest. *Id.* at ¶ 2.

20. Air Canada and the IAMAW jointly resisted the application. They argued that the application was untimely because it had been filed before the 34th month of the Air Canada-IAMAW CBA, with effective dates of June 23, 2002 to June 30, 2006. The Company and the union further claimed that the Board’s prior certification of the TMOS unit confirmed that the

TMOS bargaining unit was appropriate. Air Canada and the IAMAW additionally argued that bargaining unit inappropriately covered only certain positions within the ACM unit and did include equivalent positions performing the same work in the ACTS unit. Although it was common knowledge that ACE Aviation Holdings planned to eliminate the ACTS unit, Air Canada and the IAMAW faulted CAMA for failing to include ACTS positions in the proposed bargaining unit.

21. The Board ultimately rejected the CAMA application. It first determined that the CAMA application was untimely. *Id.* at ¶ 42. In a subsequent discussion, the Board repeated its preference for broad units, but confirmed its power to fragment an existing group when presented with compelling reasons for fragmentation. *Id.* at ¶ 46. The Board repeated that diverging communities of interests and the need to afford employees adequate representation could support the creation of a smaller unit. *Id.* at 49 (citing *TVA Group*, [2000] CIRB 67, ¶ 83). To reach its decision on the CAMA application, the Board relied heavily on its determinations, rendered in the context of the Air Canada-CAIL merger, that the TMOS bargaining unit was appropriate. It failed to consider the context of those prior decisions. Citing the difficulty of combining bargaining units at the two companies, the Board had deferred to the consensus between the Employer and the IAMAW that the TMOS unit should contain both skilled and unskilled positions without consideration of the interests of skilled employees. Instead, the Board focused on the narrow question of whether the bargaining unit description should be generic or should explicitly list positions. The issue of fragmentation arose only in the context of discussions related to baggage and cargo positions and the Addendum group, two relatively small categories of employees with undisputed ties to the larger TMOS unit. Absent from the Board's 2001 and 2005 decisions is any substantive consideration of whether skilled maintenance employees shared a community of interest with other employees in the TMOS unit.

22. Shortly after the Board's 2005 decision, Air Canada sold stakes in the business performed by the ACTS unit to outside investors, and the ACTS division was denominated Aveos Fleet Performance Inc. (Aveos). [Tab 33]. The IAMAW collaborated with the Company to facilitate the transition of employees from Air Canada to Aveos and the ultimate separation of Aveos and Air Canada. [Tab 34]. On June 25, 2010, Air Canada and Aveos filed a joint application with the Board seeking a declaration of sale of business. [Tab 34]. By 2012, Aveos had filed for bankruptcy. The liquidation of the company resulted in approximately 2,400 layoffs of skilled maintenance workers—1,800 based in Montreal, 350 based in Winnipeg, and 250 based in Vancouver. Layoffs were followed by protests and the arrest of protesting employees. [Tab 33] [Tab 35].

23. The outsourcing of Air Canada heavy maintenance work to Aveos and the ultimate liquidation of Aveos had profound and lasting effects on Air Canada skilled maintenance workers. [Tab 33, ¶ 6]. Prior to the outsourcing, Technical Services employees constituted approximately 4,500 of the 10,500 employees in the TMOS bargaining unit. [*Id.*] As a result of the outsourcing, the Technical Services unit lost approximately 2,400 positions while the other business units experienced no similar reduction. [*Id.*] Outsourcing so diminished the political power of Air Canada skilled maintenance employees within the IAMAW that they have been left with a heavily diminished voice. [*Id.*] For example, Technical Services employees had previously constituted the majority of the membership of IAMAW Local Lodge 1751 in Montreal. Following the outsourcing of heavy maintenance work and liquidation of Aveos, Technical Services employees lost the ability to effectively engage in Lodge 1751 politics. [*Id.*] Although the IAMAW ultimately made tepid attempts to prevent the outsourcing of ACTS work, Air Canada skilled maintenance employees believe that the union should have done more. [*Id.* at ¶ 7]. In addition to his active collaboration with the Company, the IAMAW General Vice President—Canada met with

union members and discouraged resistance to the split of the bargaining units/companies. [*Id.*] Many members of the current proposed bargaining unit worked closely with the former ACTS employees. The IAMAW's betrayal of ACTS employees and vivid examples of the financial and emotional toll of the resulting layoffs have led Air Canada skilled maintenance employees to the determination that their current bargaining representative is not an agent promoting their interests, but an adversary who works to defeat them. [*Id.*]

24. Desperate for representation by union agents who shared their community of interest, in 2011, Technical Services employees asked the IAMAW Grand Lodge in Canada and in the United States for a separate negotiating committee for the Technical Services group. [Tab 36]. The IAMAW's bargaining unit structure created unfair representation for the Technical Services group, only allowing the group four of the eleven seats on the CBA negotiating committee. [*Id.*] When contract negotiations stalled, the Honourable Lisa Raitt, Minister of Labour appointed Justice Louise Otis as Conciliator Commissioner. [Tab 37]. Madame Otis recommended that Technical Services receive their own negotiating committee and moved forward on that basis. [Tab 36]. Thus, in 2012, separate tables for negotiations were established for the Airports and Technical Services groups, with only pension and health benefits discussed together at the main table between the two groups. [*Id.*] The separate negotiating committees were able to concur on a tentative agreement, but the agreement had to be ratified by the entire TMOS unit. [Tab 37]. Membership voted down the tentative agreement, and the Minister of Labour ultimately imposed an agreement on the parties. In her final report, Madame Otis described how the historic mistrust and lack of community of interest between the Technical Services unit and other TMOS business units had complicated the negotiation process. [*Id.*]

25. In December 2015, prior to 2016 contract negotiations, employees in the Technical Services business division signed and submitted a petition to the IAMAW requesting that Technical Services be afforded the right to negotiate and ratify its own CBA. [Tab 33] [Tab 38, ¶ 8]. The petition was rejected. [Tab 38, ¶ 8]. Technical Services' inability to separately negotiate and ratify a deal became more urgent when contract negotiations produced proposals for a ten-year deal with set pay schedules and limited opportunities for reopening. [*Id.*] Skilled maintenance employees within Technical Services overwhelmingly did not support a ten-year contract. [*Id.*]

26. During 2015 negotiations, a priority item for the Technical Services negotiation committee was addressing the defined benefit (DB) pension. Technical Services employees members were prohibited from contributing to and earning a full pension on 100% of their wages due to the limitation of the \$82,000 average annual compensation (AAC) maximum cap. Negotiations produced no substantive change to the pension plan. The Airports negotiation committee was not interested in addressing an increase of the DB pension \$82,000 maximum cap because their group were not affected. Chris Hiscock, the IAMAW's designated representative on pension issues during the 2015 negotiations, wrote the following in a May 2016 letter to Fred Hospes, President and Directing General Chairman of District Lodge 140:

This is a group of Members who have already expressed deep frustration and concern with the Air Canada Negotiations process because they felt that their concerns and issues were not being fully represented at the Negotiations table by Transportation District 140. They have been proven correct.

It is my opinion that this group of Members is going to become more disenfranchised from the IAMAW and more disenchanted with their lack of voice and representation within this organization as more of them start to fully understand the magnitude of the irreparable harm that has been done to their retirement security. I further believe that if the IAMAW continues to marginalize these Members and their legitimate Collective Agreement and representational concerns because they comprise a minority of the Bargaining Unit, it does so at its peril.

[Tab 39]. Because Technical Services employees formed a minority within the broader TMOS group, their voice was ignored. A ten-year contract was ratified that failed to address the crucial concerns of these employees.

27. In 2018, ahead of a 2019 reopener, IAMAW District Lodge 140 attempted to change the bargaining structure from two-table bargaining, back to one table for both the Airport and the Technical Services groups. [Tab 33, ¶ 9]. The Tech Services negotiations committee members would not agree to sign the terms of reference changing the bargaining structure back to one table, and three members were subsequently removed from the committee by IAMAW District Lodge 140. [*Id.*] In response, Tech Services members started a campaign faxing, phoning and emailing IAMAW International President Robert Martinez, Jr. and District 140 General Vice-President Stan Pickthall, which led to a townhall meeting in Toronto. [*Id.*] The meeting was attended by 250 Tech Services members demanding the reinstatement of the three negotiation committee members. [*Id.*] Over 1500 Technical Services employees signed a petition asking for a separate bargaining unit. [*Id.*] [Tab 40]. In a letter to Local Lodge presidents, Pickthall stated that he would not grant Technical Services its own bargaining unit because it was counter to the interests of other IAMAW represented groups. [Tab 41]. However, faced with growing unrest, the IAMAW consented to preserve the two-negotiation table system. [*Id.*]

28. The critical need for an independent voice at the bargaining table for skilled workers has been confirmed by events following a 2022 contract reopener, with negotiations that continued through March 2023. After AMFA filed its certification as application, the IAMAW brought internal “Article L” charges against a member of the Technical Services negotiation committee and Designated Air Canada West Board Member, for conduct unbecoming an officer and a member. [Tab 42]. Based on these groundless charges, the IAMAW has suspended the member

from the union and prohibited him from serving on the negotiation committee. [*Id.*] The charges confirm that Technical Services negotiators serve at the pleasure of the IAMAW, which adheres to a policy of promoting the interests of its unskilled majority at the expense of its skilled minority.

29. Outsourcing of maintenance work has continued to be a problem at Air Canada. In 2022, Air Canada AMEs discovered that the Company was taking advantage of longer layovers at stations outside of Canada to perform line maintenance work that is normally performed by Air Canada AMEs in Canada. [Tab 33, ¶ 10]. IAMAW District Lodge 140 showed no concern over the issue and undercut local leadership at meetings with the Company, frustrating their efforts to stanch the outflow of skilled jobs. [Tab 33, ¶ 11]. Although employees have filed outsourcing grievances to protect their skilled work, the grievances are not a priority for the IAMAW and have not been taken seriously. [*Id.*]

III. LEGAL STANDARD

30. Section 24 of the *Canada Labour Code* provides the following:

(1) A trade union seeking to be certified as the bargaining agent for a unit that the trade union considers constitutes a unit appropriate for collective bargaining may, subject to this section and any regulations made by the Board under paragraph 15(e), apply to the Board for certification as the bargaining agent for the unit.

(2) . . . [A]n application by a trade union for certification as the bargaining agent for a unit may be made

....

(b) where no collective agreement applicable to the unit is in force but a trade union has been certified under this Part as the bargaining agent for the unit, after the expiration of twelve months from the date of that certification or, with the consent of the Board, at any earlier time;

(c) where a collective agreement applicable to the unit is in force and is for a term of not more than three years, only after the commencement of the last three months of its operation; and

(d) where a collective agreement applicable to the unit is in force and is for a term of more than three years, only after the commencement of the thirty-fourth month of its operation and before the commencement of the thirty-seventh month of its operation and, thereafter, only

(i) during the three month period immediately preceding the end of each year that the collective agreement continues to operate after the third year of its operation, and

(ii) after the commencement of the last three months of its operation.

IV. AMFA ARGUMENTS

31. In their respective response briefs, Air Canada and the IAMAW both argue that the certification application is untimely. The IAMAW separately argues against the fragmentation of the existing unit. AMFA hereby replies to the arguments raised by Air Canada and the IAMAW.

Timeliness

32. The Board has found that, in order to determine the date of operation of a collective agreement, “[it] must consider, on the facts presented, what the parties actually intended when they entered into an agreement . . . and the actual operation of the agreement to the employees in the units.” *Tshiuetin Rail Transportation*, 2018 CIRB 876 (citing *Raytheon Canada Limited and Canadian Base Operators Inc.*, 2016 CIRB 817). As the Board stated in *Shaw Cablesystems G.P.*, 2003 CIRB 211:

[19] It should again be emphasized here that the relevant dates upon which a determination of the open period for an application for revocation should be based are not necessarily the effective date of the collective agreement, the date on which it was signed, nor the date on which the agreement was stated to be made and entered into, as indicated on its face. The Board’s responsibility in these circumstances is to apply the relevant sections of the *Code*, that is sections 38 and 24, in accordance with their terms and intent.

The Board has considered employer and union communications as evidence establishing the intended effective date of collective bargaining agreements. See *Tshiuetin Rail Transportation*,

2018 CIRB 876 (considering dates on pocket CBA sent to members); *Shaw Cablesystems G.P.*, 2003 CIRB 211 (considering letters signed by employer and union representatives). In *Jazz Air Limited Partnership*, 2005 (CIRB LD 1241), the Board explained the purpose of the application periods established by the *Code*:

[T]he purpose of prescribing a fixed open period, in which a trade union may apply for a bargaining unit that is already certified to another union, is to provide both labor relations stability and employee choice. Stability is provided by restricting raid applications to specific and limited periods and choice is provided by permitting employees the opportunity to change their bargaining agent should they desire to do so.

33. In 2016, Air Canada and the IAMAW entered into a ten-year collective bargaining agreement. Communications issued by both Air Canada and the IAMAW in the lead up to the contract ratification vote confirm that the parties intended to enter into a labor agreement that would extend over a ten-year term. Those communications include the following:

- a. *Air Canada News: Air Canada and IAMAW Reach New 10-Year Agreement Subject to Ratification on Contract Terms*, issued December 18, 2015 – “Air Canada and the International Association of Machinists and Aerospace Workers (IAMAW) today announced that have reached a new agreement, subject to ratification, on collective agreement terms for ten years.” [Tab 43].
- b. *Air Canada, Annual Report 2016 (extract)*, “IAMAW (Maintenance, Operations and Baggage) - In the first quarter of 2016, Air Canada and the IAMAW, representing approximately 7,500 technical maintenance, operational support and airport baggage handlers, concluded a contract providing collective agreement terms for 10 years, ending April 1, 2026, subject to certain renegotiation provisions over this period.”⁷ [Tab 44]
- c. *IAM Bulletin No: 002*, issued January 8, 2016 – Providing wage figures through “Year 10.” [Tab 45]

⁷ The French translation of this document states: “AIMTA (employés de l’appui technique et de l’entretien, du soutien opérationnel et bagagistes) – Au premier trimestre de 2016, Air Canada et l’AIMTA, qui représente environ 7 500 employés de l’appui technique et de l’entretien, du soutien opérationnel et bagagistes, ont conclu une convention collective d’une durée de dix ans, qui expire le 1er avril 2026, sous réserve de certaines clauses de renégociation durant cette période.”

- d. *IAM Airports Summary of Agreed to Items*, issued January 2016 – “The duration of the agreement is 10 years and provides for two re-openers within the 10-year period, allowing renegotiation of items that may arise.” [Tab 46].

The Air Canada–IAMAW agreement was not published prior to the vote. Members were asked to ratify the agreement solely on the basis of communications from the Company and the union. They believed that they were voting on a ten-year collective bargaining agreement. [Tab 33, ¶ 8].

34. Following the ratification of the CBA, Air Canada and the IAMAW emphasized the ten-year nature of the deal in their respective press releases. Again, these communications reflect the parties’ intent that the labour agreement extend over ten years:

- a. *Update from IAMAW District 140 President Fred Hospes* issued January 22, 2016 – “This deal provides our members labour stability and job security for the next decade. . . . This agreement also has two re-openers which allows our members the chance to renegotiate certain improvements to the contract.” [Tab 47].
- b. *Air Canada Media Centre: Air Canada Welcome New Agreement with its Technical Maintenance, Airport Ramp and Cargo Personnel*, issued January 22, 2016 – “Air Canada welcomes today’s confirmation by the International Association of Machinists and Aerospace Workers (IAMAW) that its members have ratified a new contract on collective agreement terms for ten years.” [Tab 48].
- c. *Air Canada Media Centre: Long term Labour Agreements in Place with All Air Canada Unions in Canada*, issued June 14, 2016 – “This completes Air Canada’s current cycle of labour negotiations and establishes long term contracts extending in most cases over a ten year duration for all of its approximately 25,000 unionized employees in Canada.” [Tab 49].

The IAMAW response brief assures the Board that copies of the CBA are now shared on the websites of its local lodges. Ironically, those IAMAW local lodges currently share the Air Canada CBA with a link that reads – IAMAW-CBA_2016-to-2026 – thereby confirming that the message to union members has been, and remains, that they are subject to a ten-year agreement. [Tab 50].

35. Air Canada and the IAMAW argue that there is no ten-year CBA, but rather a Memorandum of Agreement (MoA), set out in Appendix XXXIV, that provides for successive collective agreements effective for the following periods: 1) from April 1, 2016 until March 31, 2019; 2) from April 1, 2019 to March 31, 2022; 3) from April 1, 2022 to March 31, 2026. The argument is entirely specious. [Tab 1, pg. 345]. It ignores the practical effects of the MoA and attempts to subvert the Board's policy protecting employees' right to have input on the terms and conditions of their employment.

36. The MoA, signed in 2015, locks in nearly all terms and conditions of employment for TMOS employees between 2016 and 2026. It establishes the presumption that each successive CBA will be identical to the one that preceded it. The only variation between the successive CBAs is the inclusion of a different Schedule. As the IAMAW acknowledges in footnote 12 of its response, all Schedules were negotiated in 2015 and collectively set out wage increases for the entire ten-year contract term. The negotiation process at the beginning of each successive CBA is distinct from negotiations that occur upon expiry of a contract. As Air Canada concedes in its brief, "The nature of this process is akin to amendments negotiated during the term of any collective agreement" Air Canada employees are subject to no-strike provisions throughout the negotiation process. The mediation-arbitration provisions of the MoA also do not provide a viable means of amending successive CBAs. At the beginning of a designated contract period, the parties may refer ten issues for arbitration. Those ten issues cannot possibly cover a significant portion of bargaining requests for a group of 9,000 employees. The parties are prohibited from arbitrating issues related to rates of pay, term, or pension benefit plans. The mediator-arbitrator generally may not issue an award that increases the total cost of the Company's obligations. In the same publications cited above, issued after ratification, Air Canada and the IAM described the

negotiation/arbitration process as a “reopener” of an existing agreement. Neither party indicated that the negotiation/arbitration process served as a stand-in for collective bargaining. The negotiation and arbitration provisions in MoA do not change the conclusion that the MoA, signed by the parties in 2015, effectively established a ten-year labour agreement.

37. Section 24(2) of the *Code* reflects Parliament’s policy choice that, where employees are covered by long-term agreements (exceeding three years), they must be afforded yearly opportunities to address the resulting loss of collective action, and concomitant contractual stagnation, by voting in a new union. Because the MoA is a long-term, ten-year agreement, Air Canada employees are entitled to seven open periods over the course of the MoA. Air Canada and the IAMAW cannot be permitted, by self-dealing and subterfuge, to frustrate the federal government’s legislative intent to preserve employees’ right to select their union representation. The MoA similarly limits other means by which Air Canada employees could have had input on the term and conditions of their employment. Negotiation and arbitration under the MoA occur only once every three years. Employees are represented by negotiation committees, but cannot ultimately vote on any agreement between Air Canada and the IAMAW. Employees cannot strike until the MoA March 31, 2026 expiry. Air Canada and the IAMAW do not dispute that the MoA is a long-term agreement that effects the terms and conditions of employment. Yet, they seek to deprive employees of meaningful input on those terms and conditions in contravention of the policies reflected in the *Code*. Where employees have been stripped of their right of collective action over a ten-year period, the treatment of the “deal” as consisting of three separate agreements would be to elevate form over substance and defeat federal labor policy protecting workers’ choice.

Unit Fragmentation

38. “The determination of the appropriate bargaining unit is a factual one that depends on the circumstances of each case. The Board is guided by a multiplicity of factors that it assesses and weighs based on the factual context of each case.” *Brink’s Canada Limited*, 2020 CIRB 950, ¶ 42.

As the CIRB has recognized:

[T]he Board has broad discretion to redefine the structure of existing bargaining units to ensure that they remain appropriate and conducive to productive labour relations. In its analysis, the Board will consider ... the community of interest among the employees, the level of mobility between employment categories, employee wishes, working conditions and administration efficiency.

Air Georgian, ¶ 33. Additional factors include: the long-term viability of the unit, the organizational structure of the employer, the history of collective bargaining, and the practices and bargaining structures in the industry. *Brink’s*, ¶ 42. Furthermore, “the Board seeks to fulfill the objectives of the *Code* by maximizing the employees’ freedom to join a trade union of their choice while at the same time promoting industrial peace and stability in the workplace through effective collective bargaining.” *Id.*

39. While it is true that the Board favors large bargaining units, “the Board has recognized that in certain cases, it may be appropriate to sever certain groups from an existing bargaining unit to reflect the realities of the workplace as it evolved over time.” *Brink’s*, ¶ 49 (*Air Georgian*). Fragmentation of a unit may occur where there are “compelling reasons” to do so. *Air Canada*, 2005 CIRB 341, ¶ 46. Factors that favor smaller units include “a diverging community of interests, ... [and] the likelihood that a larger unit will not be viable.” *Air Canada*, 2005 CIRB 341 (citing *TVA Group Inc.*, 2000 CIRB 67, ¶ 83); see also *Quebec Tugs Limited*, 2003 CIRB 213 ¶¶ 13-14.

40. In *Quebec Tugs Limited*, 2003 CIRB 213, the Board considered a request to create separate units of tugboat captains and pilot boat captains. The parties had previously agreed to include both positions in the same unit. Pilot boat captains formed a minority within the combined unit and

could not promote their interests, leading to conflict and dysfunction. In the bargaining process, the two groups had submitted separate demands, negotiated separately with the company, but had been unable to ratify a single contract. The two groups were subject to different working conditions and had separate benefits and salary scales. Resolving a disputed point of fact, the Board also found limited mobility between the two groups based on federal requirements imposed on tugboat captains. On the collected evidence, the Board certified separate bargaining units for tugboat captains and pilot boat captains.

41. In *Aéroport de Québec*, 2010 CIRB 557, the Board considered a request to fragment a bargaining unit covering all employees at the Quebec Airport and create a separate bargaining unit of airport firefighters. The Board found that the original unit, certified in 2001, had shared a community of interests, but that changed circumstances created compelling reasons to fragment the original unit. As evidence of changed circumstances, the Board cited the fraught bargaining history of the bargaining unit. The demands of the firefighters had led to delays and difficulties in the bargaining process. A lengthy strike produced animosity between firefighters and other positions within the unit. Firefighters were dissatisfied with the evaluation system in the current agreement, which did not take into account their ongoing training. The Board found that firefighters lived, worked, and socialized separately from other employee groups at the Airport. They had distinct working conditions, work schedules, and leave/overtime policies. Training requirements and federal regulations applicable to firefighters severely limited employee mobility. On the basis of the collected evidence, the Board modified the existing bargaining unit and created a new unit consisting only of firefighters.

42. Compelling reasons exist to recognize a unit of Air Canada skilled maintenance employees. “[I]ntervention is required to ensure a structure that will provide for effective and constructive

labour relations.” *Air Georgian*, ¶ 35. The Board’s decisions in *Quebec Tugs Limited* and *Aéroport de Quebec* directly support the fragmentation of the TMOS bargaining unit.

43. ***Community of Interest within the Proposed Unit.*** The employees in the proposed bargaining unit occupy skilled maintenance positions and therefore share a community of interest. Position descriptions provided by AMFA confirm that the positions are integral to maintenance work at Air Canada. The main responsibility of each position is the prevention and resolution of defects in Air Canada’s physical assets. [Tab 33, ¶ 3]. The positions require trouble-shooting and problem-solving capabilities as well as familiarity with maintenance tools and maintenance procedures. [*Id.*] Employees within the proposed unit have similar working conditions, do similar work, use similar equipment, and share close functional relationships. The positions are covered by the same section in the current CBA and are subject to similar work rules and terms of employment. Training and licensing requirements associated with the respective positions confirm that each and every position is skilled. The proposed unit covers ***all*** Air Canada skilled maintenance positions.

44. ***Divergent Communities of Interest within the TMOS Unit.*** Air Canada skilled maintenance workers have long known that skilled and unskilled workers have divergent communities of interest. They have diligently engaged in the political process provided by their bargaining agent in an attempt to have their voice heard. Over several decades, skilled maintenance workers have petitioned the IAMAW for separate negotiating committees, separate ratification votes, and separate bargaining units. They have found that their negotiating committee members serve at the pleasure of the IAMAW. In 2018 and again in the past several days, the IAMAW have removed Technical Services negotiating committee members who attempted to pursue the interests of skilled maintenance works. Separate negotiating committees, by

themselves, cannot protect the interests of skilled maintenance workers. Technical Services employees cannot recall their negotiating committee. The IAMAW has consistently rejected requests for separate ratification votes and separate bargaining units. It states that those requests would not benefit the majority of its members. Outsourcing of maintenance work has further weakened the political power of skilled maintenance workers such that any effort to have their voice heard within the current union structure is now futile.

45. Attempts to have the interests of skilled maintenance workers recognized through the IAMAW's own political processes have failed because those attempts directly threaten the IAMAW's distorted theory of collective bargaining. Throughout its history, the IAMAW has coopted the superior bargaining power of its skilled members to benefit the interests of its unskilled members. It trots out phrases such as "Strength in Numbers" and "United We Bargain, Divided We Beg." Yet, when the interests of its skilled members are threatened, the promised political capital and mobilization are nowhere to be seen. As an example, AMFA cites the experiences of American mechanics at Northwest Airlines. [Tab 51]. When represented by the IAMAW, this group received meager wage and benefits increases, despite IAMAW representations of its bargaining strength. [*Id.*] Only after Northwest mechanics voted in AMFA were they able to achieve their bargaining goals and improve safety culture at the airline. [*Id.*] AMFA understood the value, importance, and bargaining power of the Northwest mechanics and forced the company to make concessions after years of stonewalling and delay tactics. [*Id.*]

46. The IAMAW maintains its power over the TMOS bargaining unit not by its dedicated efforts to aid members, but by coercion and majoritarian politics. It makes boldfaced claims of unity between skilled and unskilled workers while simultaneously disciplining the leaders of the Technical Services group. Indeed, the IAMAW is now the subject of complaints, brought to the

attention of the Board's Officer, for discrimination against members who sought to voice the distinct interests of the skilled minority. The IAMAW confers political and economic benefits on its unskilled workers at the expense of the skilled workers. It deliberately thwarts the interests of skilled maintenance workers at every turn.

47. Because political solutions within the IAMAW have proved untenable, Air Canada skilled maintenance workers have also sought the Board's intervention. As early as 1947, skilled maintenance groups petitioned the Board for a separate bargaining unit based on their distinct community of interest. Similar attempts were made in 1980 and 2005. The Board has declined to intervene. It has turned a deaf ear to the deprivation of skilled employees' fundamental rights.

48. Air Canada skilled maintenance workers ask the Board the simple question, "What are they supposed to do?" They have engaged in the IAMAW's political process. They have sought the Board's intervention time and time again. But still they lack adequate representation and face oppression from their own bargaining agent. They are denied their fundamental right to collectively bargain and participate in union activities and have no recourse left but form a bargaining unit that shares a community of interest in conformance with CIRB precedent. The current bargaining unit does not share a community of interest. It is non-viable and must be fragmented.

49. ***Employee Mobility:*** Employee mobility is rare between those positions included in the bargaining unit and those position not included in the unit. [Tab 33, ¶ 3]. Occasionally, trade school graduates use unskilled positions to start at Air Canada, waiting for a transfer opportunity to a skilled position. Category/classification seniority is not transferable between skilled/unskilled positions. [*Id.*] Employee transfer from a skilled to unskilled positions is extremely rare.

50. ***Working Conditions:*** All positions in the proposed bargaining unit are within the Technical Services business unit described in Article 4 of the CBA. As a result, the positions have similar salary scales, shift structure, overtime rules, and working conditions and are subject to the same Memorandums of Agreement and Letters of Understanding.

51. ***Administrative Efficiency:*** Air Canada would not be negatively affected by the formation of a separate bargaining unit for skilled maintenance employees. Air Canada now bargains separately with the Technical Services negotiation committee. As noted in Madame Otis' 2012 report, the separate bargaining tables add to the difficulty of collectively bargaining because the two tables still must produce a single contract to present for ratification. [Tab 37]. Conflicts within the TMOS group have been a distraction for Air Canada. Skilled maintenance workers have proved indefatigable in their efforts to achieve a separate bargaining unit. Should this present effort fail, there will be, contrary to the public interest, an exodus of the best and brightest from aviation maintenance and from Air Canada. Those who remain will continue in their desperate efforts to counter the subjugation of their economic and professional interests by their own trade union. Certification of a skilled maintenance bargaining would facilitate collective bargaining and ensure labour stability at Air Canada.

52. ***Long-term Viability of the Proposed Unit:*** While the present application enumerates the positions in the proposed bargaining unit, it broadly seeks to represent skilled maintenance employees. The bargaining unit can be coherently modified as skilled maintenance positions are added or job titles changed. The viability of the unit is confirmed by the fact that the Technical Services business unit is a stable and recognized group at Air Canada. The IAMAW objects that the proposed bargaining unit excludes some of the positions within the Technical Services business

unit. AMFA's proposed unit covers the vast majority of employees with Technical Services, and exclusion of peripheral positions does not affect the long-term viability of the proposed unit.

53. ***Organizational Structure of the Employer:*** In its submissions to the Board following the 2001 merger, Air Canada recognized that the Technical Services business unit covered a distinct group of employees. *Air Canada*, 2001 CIRB 104. The current CBA between Air Canada and the IAMAW similarly acknowledges that Technical Services is a distinct group. Air Canada has negotiated directly with representatives of the Technical Services group since 2012.

54. ***History of Collective Bargaining:*** The IAMAW argues that the viability of the TMOS unit is confirmed by the fact that it has consistently entered into collective agreements. .Frequently, those collective bargaining agreements were ratified over the objections of skilled maintenance employees. The IAMAW also fails to acknowledge that it was unable to ratify a collective agreement as recently as 2012 and had an agreement imposed upon it by the Minister of Labour.

55. ***Practices and Bargaining Structures in the Industry:*** The IAMAW attempts to mislead the Board with its claim that the scope of the TMOS bargaining unit is standard in the aviation industry. In fact, bargaining units at most airlines are far narrower. AMFA cites Sunwing, Canadian North, and Jazz as examples. The Sunwing maintenance unit (Order No. 11309-U) covers:

All employees of Sunwing Airlines Inc. at the Toronto-Lester B. Pearson International Airport carrying out aircraft maintenance and ground support functions, including aircraft maintenance engineer (AME) supervisors, interior technicians and ground support technicians, excluding administrative employees, clerical employees and those above the rank of supervisor.”

Canadian North maintenance unit (Order No. 11514-U) covers:

All employees employed in the Maintenance and Engineering division and all building maintenance technicians of Bradley Air Services Limited carrying on business as Canadian North, excluding buyers, desktop publishers, quality

assurance auditors, administrative assistants to the Director(s), shop floor lead hand/'supervisor-working-on-the-tools", supervisors, managers and those above.

The Jazz maintenance unit (Order No. 11111-U) covers:

All licensed technical skilled trades and apprentice employees; all unlicensed technical trades and apprentice employees and technical support employees at Jazz Technical Services (JTS), division of Jazz Aviation LP, excluding supervisors and those above, maintenance controllers, air worthiness auditors/managers, engineers (professional), production specialists, supervisors heavy avionics, administrative technical support services, engineer co-ordinators, cabin service co-ordinators, office and clerical employees, inspectors (quality assurance).

AMFA currently has a certification application pending before the Board covering certain skilled maintenance positions at WestJet. The trend in Canadian commercial aviation is away from broad-based units covering all airline employees. Workers in the aviation industry have expressed a preference for narrower, skill-based units. Lack of a skill-based unit at Air Canada will limit the Company's ability to recruit and retain skilled maintenance employees in the future.

56. AMFA respectfully requests that the Board consider the persuasive authority of the National Mediation Board (NMB),⁸ the federal agency in the United States authorized to define the proper scope of bargaining units (referred to as crafts or classes) based on its determination of those employees who share a "community of interest." In unbroken precedent spanning over fifty years, the NMB has defined the craft or class of Mechanics and Related Employees to consist of aircraft technicians, technicians who maintain plants and facilities, and those job classifications performing work related to these functions. *See, e.g., National Airlines, Inc.*, 1 NMB 423, 428-29 (1947); *United Air Lines, Inc.*, 5 NMB 65, 71 (1968); *United Airlines, Inc.*, 6 NMB 134, 135 (1977) *USA Jet Airlines, Inc.*, 31 NMB 287, 294-95 (2004); *Southwest Airlines, Inc.*, 38 NMB 87 (2011).

⁸ We note that the CIRB has observed a practice of considering U.S. precedent as persuasive authority, including in the context of bargaining unit definition. *See, e.g., TDA Canada Trust*, 2006 CIRB 363, ¶ 53; *Brinks Canada Limited*, 2002 CIRB 204, ¶ 50; *Transport F. Boisvert*, 2002 CIRB 157, ¶ 41; *Viterra Inc.*, 2008 CIRB 43, ¶ 8.

Due to absence of the requisite community of interest, the NMB has specifically *excluded* from the Mechanics and Related craft or class any job classifications engaged in baggage handling, clerical work, or passenger service. *USA Jet Airlines, Inc.*, 31 NMB at 296; *Northwest Airlines, Inc.*, 14 NMB 76, 100-01 (1986); *United Air Lines, Inc.*, 5 NMB at 73-74.

57. ***Employee Wishes & Majority Support.*** With its application, AMFA submitted evidence establishing the overwhelming majority support of Air Canada skilled maintenance workers. In addition to the \$5 membership fee required by the *Code*, Air Canada maintenance workers have largely self-financed the current organizing campaign and certification efforts. AMFA further notes that Air Canada organizers were able to collect a majority of card in less than 45 days, far less than the six month card expiry deadline set by the Board, again showing employee wishes in favor of AMFA.

IV. ORDER SOUGHT

58. For the foregoing reasons, AMFA requests certification for the bargaining unit set out at paragraph two, above. AMFA seeks to proceed with an election in conformance with the Code.

Respectfully Submitted,

This 20th day of March, 2023

/s/ Samuel A. Seham
Samuel A. Seham, Esq.
Lee Seham, Esq.
Seham, Seham, Meltz & Petersen, LLP

TAB 0



SEHAM, SEHAM, MELTZ & PETERSEN, LLP

ATTORNEYS AT LAW
199 Main Street, 7th Floor
WHITE PLAINS, NEW YORK 10601

TEL: (914) 997-1346

FAX: (914) 997-7125

Sender's E-mail: samuel.seham@gmail.com

To Whom it May Concern:

AMFA has received numerous reports of IAMAW retaliation and coercion directed against Air Canada employees whom the IAMAW believes support AMFA's organizing efforts. Employees face harassment and internal IAMAW charges that may result in fines or expulsion from the union. AMFA's brief includes documents that reveal the identity and wishes of employees. In accordance with requests by affected employees, AMFA has redacted identifying information within those documents. At the Board's request, AMFA will provide unredacted documents directly to the Board. Prior to such transmittal, pursuant to Board Regulation 22(2), AMFA requests that the Board enter a confidentiality order covering the information now redacted. AMFA views these measures as the only means of protecting the identities of Air Canada employees.

Additionally, at the Board's request, AMFA will provide further authentication of any document included with its application. Its attorneys are available for inquiries that the Board may have.

Sincerely,

/s/ Samuel A. Seham

Samuel A. Seham, Esq.

TAB 1



AGREEMENT

BETWEEN

AIR CANADA

AND THE

**INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS**

EFFECTIVE: April 1, 2016

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**AGREEMENT
BETWEEN
AIR CANADA
and the
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
as represented through
DISTRICT LODGE 140
on behalf of
Employees of the Technical Services;
Airport & Cargo Operations
and Logistics & Supply Business Units
of Air Canada
Effective: April 1, 2016**

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DEFINITIONS

- (1) **Company** – means Air Canada and Air Canada Rouge as represented through Officers and Supervisors at appropriate levels or their delegated representative.
- (2) **Union** – means the International Association of Machinists and Aerospace Workers as represented through District Lodge 140 by means of General Chairpersons, Committees and Stewards or their delegated representative duly elected and/or approved in accordance with the Union Constitution By-Laws.
- (3) **Agreement** – means that Agreement in effect, including amendments or interpretations thereto agreed upon and covered by letters signed and/or confirmed by responsible Company and Union Officers.
- (4) **Supervisory Personnel** – means any employee whose duty includes the administrative supervision of others and who is not covered by this Agreement.
- (5) **Category** – means a recognized trade or scope of work assignment recognized and agreed to herein.
- (6) **Classification** – means the status of any employee, i.e., Lead Mechanic, Mechanic, Learner, Customer Service Agent, etc.
- (7) **Group** – means the personnel within a specific classification of category, i.e., Lead Mechanic.
- (8) **Point** – means a designated station within which seniority privileges are confined for certain employees.
- (9) **Seniority Division** – means a designated grouping of stations within which seniority privileges are available to certain employees.
- (10) **System** – means the designated Seniority Divisions of each Business Unit within which seniority privileges are available to certain employees.
- (11) **Bumping** – means the adjustment process by which personnel laid-off may assert their seniority rights over less senior personnel.
- (12) **Set-Back** – means a reclassification to a lower classification because of changes in classification strength under circumstances where vacancies exist in the lower classifications.
- (13) **Demotion** – means a reclassification to a lower classification because of lack of ability or disciplinary action.

- (14) **Business Unit** – means, for the purpose of this Agreement, Business Units designated as such in the Organization Section of the Company Regulations Manual;
- i.e., Technical Services
 Airport & Cargo Operations
 Logistics & Supply
- (15) **Requirements of the Service** – means an unforeseen circumstance, or combination of circumstances which calls for immediate action, as well as that planning which is intended both to prevent such situations and to maintain normal operations.
- (16) **Gender** – whenever male gender (he) is used, it is meant to reflect he/she.
- (17) **Single Vertical Line** – means a paragraph revision effective with the current Agreement.

ARTICLE 1 – PREAMBLE

1.01 This Agreement, made and entered into this 1st day of April 2016, by and between Air Canada, hereinafter referred to as the "Company" and the International Association of Machinists and Aerospace Workers, hereinafter referred to as the "Union", supersedes the Agreement between the Company and the Union dated the 1st day of April 2011.

1.02 The purpose of this Agreement is in the mutual interest of the Company and the employees, to provide for the operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency and economy of operation and the continuation of employment under conditions of reasonable hours, compensation and working conditions. It is recognized by this Agreement to be the duty of the Company and of the employees to cooperate fully both individually and collectively, for the advancement of that purpose.

It is in the mutual interest of the Company, the Union and the employees to continually strive for a viable and economic operation.

Collaborative efforts towards achieving and sustaining efficiency and economy of operations, will provide to the fullest extent possible, continued employment for all employees. Therefore, there is a constant need to derive the full benefits of changes in technology, optimum utilization of manpower and to avoid inflexible lines of work jurisdiction, outmoded procedures and inefficiencies, with their inherent costs.

No employee covered by this Agreement will be interfered with, restrained, coerced, or discriminated against by the Company, its officers or agents, because of membership in or lawful activity on behalf of the Union.

1.03 The Company and the Union agree to abide by all the procedures provided by this Agreement and the Canada Labour Code, Part I for the purpose of peaceful settlement of disputes. This Code provides that employees may legally strike and the Company may lockout, following completion of the bargaining and conciliation process at the termination of an Agreement. However, in view of the orderly procedure established by this Agreement, as required by the Code, for the settling of disputes, the Union agrees that, during the life of this Agreement, there shall be no strike or stoppage of work, either complete or partial and the Company agrees that there shall be no lockout, either complete or partial.

1.04 The parties agree that it is to their mutual advantage to expeditiously respond to the need for temporary or permanent changes to the terms and conditions of this agreement in order to meet corporate, system or local business initiatives, or to meet competitive or performance requirements. It is agreed that the appropriate explanation of the situation and the specific change to the Collective Agreement

will be identified, in writing to the Director, Labour Relations – Technical Services and the National President and Directing General Chairperson (or his delegate), District Lodge 140, by the party requesting the change.

Approval of such requests will be by means of a Memorandum of Agreement between the Committee of General Chairpersons (Subject to District Lodge 140 Bylaws) and Corporate Labour Relations. Decisions on such matters will be made within thirty (30) calendar days of receipt of the request. In special situations where the business priority or competitive requirement necessitates, a decision within seven (7) calendar days may be requested.

ARTICLE 2 – UNION RECOGNITION

- 2.01 The Company recognizes the Union as the sole bargaining agent for employees of the Technical Services Business Unit, Airport and Cargo Operations Business Unit, and Logistics & Supply Business Unit in the categories and classifications as listed in Articles 4, 6 and 8 of this Agreement.
- 2.02 Hours of labour, wages and other conditions of employment, as governed by this Agreement, apply only to those employees within the territorial limits of Canada and those classifications specifically mentioned herein, subject only to provisions in Article 16.11.10.
- 2.03 Those employees assigned to any station or base outside of the territorial limits of Canada will be covered by a Letter of Contract for the duration of such assignment. A copy of each such letter shall be supplied to the Union.
- 2.04 For the purposes of the application of certain provisions of this Agreement, the Technical Services Business Unit, Airport & Cargo Operations Business Unit and Logistics & Supply Business Unit are each divided into areas, hereinafter referred to as "Seniority Divisions".
- 2.05 These Seniority Divisions and the stations or points therein are listed in Article 4.01 for the Technical Services Business Unit, in Article 6.01 for the Airport & Cargo Operations Business Unit, in Article 8.01 for the Logistics & Supply Business Unit.

ARTICLE 3 – RESERVATIONS OF MANAGEMENT

- 3.01 Subject to the provisions of this Agreement, the control and direction of the working forces, including the right to hire, suspend or discharge for just cause, dispense with, to advance or set back in classification, to reassign, to transfer or lay-off because of lack of work or for other legitimate reasons, is vested solely in the Company.
- 3.02 These enumerations shall not be deemed to exclude other prerogatives not enumerated and any of the rights, powers or authority of the Company are retained by the Company, except those which are subject to the provisions of this Agreement.
- 3.03 It is understood that none of the foregoing shall detract from the right of the employee to lodge a grievance in the manner and to the extent herein provided.

ARTICLE 4 – SCOPE OF AGREEMENT – TECHNICAL SERVICES

4.01 Seniority Divisions

The Seniority Divisions into which the Technical Services Business Unit is divided are as follows:

EASTERN – that part of Canada lying east of Thunder Bay.

WESTERN – that part of Canada lying west of and including Thunder Bay.

4.02 Categories

All personnel within Technical Services within the following work categories and in classifications, as enumerated in Article 4.03, are covered by this Agreement.

Nothing in this agreement prevents an employee from performing either on a day to day or regular basis, any function or task that is generally performed by any category, provided that the employee is competent to perform the work required.

Any efficiencies attained out of this flexibility is not intended to eliminate a category.

Category 1 – Aircraft Line Maintenance

Comprising those employees engaged in the line maintenance of the aircraft and power plants and in the overhaul of the aircraft proper.

Personnel hired into this category after June 29, 2001 will be required to obtain and maintain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License and a Company approved Aircraft Certification Authority (ACA).

In addition, personnel in this category hired prior to June 30, 2001, who obtain a Transport Canada Aircraft Maintenance Engineer (AME) License through self-study, in order to credit towards their Aircraft Certification Authority (ACA), shall receive a five-hundred dollar (\$500.00) payment.

Category 2 – Unassigned

Category 3 – Unassigned

Category 4 – Process Auditor – Aircraft

Comprising those employees engaged in the audit of any work or work process related to the maintenance of aircraft.

Personnel hired into this category will be required to maintain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License.

Category 5 – Unassigned**Category 6 – Unassigned****Category 7 - Unassigned****Category 8 - Unassigned****Category 9 – Unassigned****Category 10 – Unassigned****Category 11 – Unassigned****Category 12 – Unassigned****Category 13 – Upholstering, Trim Overhaul and Fabrication**

Comprising those employees engaged in the overhaul and repair of all aircraft furnishings, fabric work and fabrication of parts, etc.

Category 14 – Painting

Comprising those employees engaged in performing all paint work required, relative to the aircraft, engines, propellers, instruments, accessories, buildings and ground equipment.

Category 15 – Unassigned**Category 16 – Unassigned****Category 17 – Unassigned****Category 18 – Unassigned****Category 19 – Structures**

Comprising those employees engaged in the repair, installation, modification and fabrication of aircraft structural components and parts and aircraft plumbing systems.

Personnel hired into this category after June 29, 2001 will be required to obtain and maintain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License and a Company approved Aircraft Certification Authority (ACA).

In addition, personnel in this category hired prior to June 30, 2001, who obtain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License through self-study, in order to credit towards their Aircraft Certification Authority (ACA), shall receive a five-hundred dollar (\$500.00) payment.

Category 20 – Unassigned

Category 21 – Welding

Comprising those employees engaged in the welding of aircraft or engine parts or related work.

Category 22 – Unassigned

Category 23 – Ground Support Equipment (GSE)

Comprising those employees engaged at certain points and to the extent required by the Company, in the trade of mechanic, including the repair and overhaul of ground equipment and of automotive equipment.

Category 24 – Plant Maintenance (Electrical)

Comprising those employees engaged in the installation and maintenance of service and distribution electrical systems, forming an integral part of the buildings occupied by the Company.

NOTE: In addition to the above, personnel in this category may be required, by the Company, to carry out specialized electrical functions associated with the maintenance and overhaul of ground equipment, the prime responsibility for which is assigned to Category 23 employees.

It is agreed that where an individual is in effect responsible for that plant electrical systems by virtue of either:

- a) Being assigned as a Lead Mechanic to the maintenance of plant electrical systems or otherwise being considered as in charge of that function at facilities where only single shift five (5) day coverage is required, or
- b) Being assigned to provide plant electrical system maintenance coverage on week-ends or shifts other than the day shift, where the Company requires such additional coverage because of the complexity of the facility,

The Company will pay Ten Dollars (\$10.00) per month, in excess of the normal rate of pay, as added compensation for such additional responsibility.

Category 25 – Woodworking

Comprising those employees engaged in the trade of carpentry in all Business Units.

Category 26 – Aircraft Support Equipment (ASE)

Comprising those employees engaged at certain points and to the extent required by the Company, in the trade of millwright or mechanic, including the repair of Aircraft Support Equipment.

Category 27 – Facilities Maintenance (CRE)

Comprising those employees engaged at certain points and to the extent required by the Company, in the trade of mechanic, including the repair and overhaul of Company facilities, including Heating, Ventilation and Air Conditioning (HVAC) systems.

Category 28 – Unassigned

Category 29 – Unassigned

Category 30 – Helping

Comprising those employees engaged as Mechanics' helpers.

Category 31 – Unassigned

Category 32 – Unassigned

Category 33 – Aircraft Cleaning

Comprising those employees engaged in the cleaning of aircraft exteriors (including furnishings) and other operational cleaning functions relative to aircraft, parts and associated equipment.

Category 34 – Building & Facilities Cleaning

Comprising those employees engaged in the cleaning and care of the property and premises of the Company and any non-mechanical manual labour tasks.

Category 35 – Unassigned

Category 36 – Heating, Power and Stationary Plant Operation

Comprising those employees engaged in the operation and maintenance of the power house/boiler room equipment and the monitoring and servicing of related systems, including running repairs and maintenance of that equipment as may be specified by the Company.

Category 37 – Plant Maintenance (Plumbing and Steamfitting)

Comprising those employees engaged in the installation and maintenance of service and distribution pipe line systems forming an integral part of the buildings occupied by the Company.

NOTE: In addition to the above, personnel in this category may be required, by the Company, to carry out specialized pipe fitting functions associated with the maintenance and overhaul of ground equipment, the prime responsibility for which is assigned to Category 23 employees.

It is agreed that where an individual is in effect responsible for the plant pipe line systems by virtue of either:

- a) Being assigned as a Lead Mechanic to the maintenance of plant pipe line systems or otherwise being considered as in charge of that function at facilities where only single shift five (5) day coverage is required, or
- b) Being assigned to provide plant pipe line systems maintenance coverage, on weekends or shifts other than the day shift, where the Company requires such additional coverage because of the complexity of the facility,

The Company will pay Ten Dollars (\$10.00) per month, in excess of the normal rate of pay, as added compensation for such additional responsibility.

Category 38 – Aircraft Avionics Maintenance

Comprising those employees engaged in the maintenance of aircraft electrical, electronic and instrument systems.

Personnel hired in this category after June 29, 2001 will be required to obtain and maintain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License and a Company approved Aircraft Certification Authority (ACA).

In addition, personnel in this category hired prior to June 30, 2001, who obtain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License through self-study, in order to credit towards their Aircraft Certification Authority (ACA), shall receive a five-hundred dollar (\$500.00) payment.

Work placement program employees (Co-op Students)

Refer to Memorandum no. 14

ACM Communicator

Will be responsible for maintaining the integrity of work accomplishment documentation within ACM. Liaise and provide assistance to other departments as required such as Planning, Technical Records, Customer Billing, Contracts, Fleet Management.

Technical Data Control and Office Support

Comprising those employees engaged in general clerical duties and the coordinating, controlling, and processing of data related to Technical Services. These employees also perform importing and exporting duties as they relate to the support of Technical Services.

In Ground Support Equipment (GSE) this may include billing, invoicing, maintaining employee records and asset management.

Technology Support

Comprising those employees engaged in providing technological support to end users of systems that are specifically designed and operated in support of Technical Services.

Planning

Comprising those employees engaged in planning functions as they relate to the support of aircraft, component or engine maintenance work performed.

Technical Writing

Comprising those employees engaged in the development, preparation and maintenance of technical instructions and documentation as required by Technical Services.

4.03 Classifications – Technical Services

The following are the employee classifications of the Technical Services Business Unit within the categories enumerated in Article 4.02, covered by this Agreement.

NOTE: See Memorandum No. 1, re Promotion to, Transfer and Bumping In and Retention of a Licensed Classification – Technical Services.

The Company will not replace a classification within the Agreement by a management classification.

4.03.01 **Unassigned**

4.03.02 **Shift Foreman**

Must possess the qualifications of a Lead Mechanic in the category in which he is employed and in addition, must be able to take complete charge of a shift when the Foreman is not on duty.

4.03.03 **Process Auditor – Aircraft**

Must, as minimum, possess the qualifications of an Aircraft Maintenance Engineer (AME), in Category 1, 19 or 38, with sufficient knowledge and ability to audit any work or work process as it relates to the maintenance of aircraft.

4.03.04 **Unassigned**

4.03.05 **Aircraft Technician**

Must be employed in Category 1, 19 or 38 with the ability to use the correct tools, methods, techniques and equipment required to perform aircraft maintenance.

Employees hired after June 29, 2001, must hold a suitably rated Aircraft Maintenance Engineer (AME) License.

Employees hired prior to June 30, 2001, are not required to hold an Aircraft Maintenance Engineer (AME) License.

4.03.06 **Aircraft Maintenance Engineer**

Must be employed in Categories 1, 19 or 38 and possess the qualifications of an Aircraft Technician with an Air Canada “Aircraft Certification Authority” (ACA) applicable to the types of aircraft expected to be maintained. The AME will exercise the privileges of their Aircraft Certification Authority (ACA) including providing technical job direction and mentoring to ATs and other AMEs. In addition must possess any additional authorization as required for in the applicable category.

4.03.07 Lead Aircraft Maintenance Engineer

Is a working member of the team and must possess the qualifications of an Aircraft Maintenance Engineer. The Lead AME has the ability to direct and supervise the work of others. The Lead AME will provide the leadership functions as required to co-ordinate the assignment of personnel to maximize the work plan with Team Leaders, Planners, other Lead AME and Lead Mechanics.

4.03.08 Lead Mechanic

Must possess the qualifications of a Mechanic in the category in which he is employed, plus the ability to satisfactorily direct the work of others.

4.03.09 Mechanic

Must have served a recognized apprenticeship or have served a minimum of four (4) years with the Company as a Learner One (1) through Junior Mechanic Four (4), or have equivalent experience at the trade at which he is employed and must possess the ability to carry out any work in his trade from blueprint or engineering drawings.

4.03.10 Junior Mechanic

Must have served two (2) years with the Company as a Learner One (1) through Learner Four (4), or have had equivalent experience in other employment and as a condition of employment, must attend as applicable and graduate from "Trade Category Training"

4.03.11 Learner

Is employed by the Company to learn a trade associated with airline operations as defined under "Categories", Article 4.02 of this Agreement and as a condition of employment, must attend as applicable and graduate from "Basic and General Knowledge Training"

4.03.12 Unassigned**4.03.13 Unassigned****4.03.14 Unassigned****4.03.15 Helper**

Must be familiar with procedures and equipment used by tradesmen and have the ability to act as an assistant to mechanical classification as required. While performing such duties, they will not be required to accept responsibility for their workmanship, their work being solely that of an assistant.

NOTE: This Agreement covers only Helpers employed solely as such and nothing herein shall prevent the Company from requiring any qualified employee to perform work of this nature when necessary.

4.03.16 **Unassigned**

4.03.17 **Cleaner**

Is employed by the Company to clean aircraft exteriors, interiors (including furnishings), perform other operational cleaning functions relative to aircraft, parts and associated equipment.

4.03.18 **Lead Cleaner**

Must know the requirements necessary to properly clean aircraft exteriors, interiors (including furnishings), other operational cleaning functions relative to aircraft, parts and associated equipment and as a working member of a group, have the ability to direct the work of others.

4.03.19 **Lead Building Attendant**

Must know the requirements necessary for the proper care and cleaning of Company property and premises and have the ability to direct the work of others.

4.03.20 **Building Attendant**

Is employed by the Company to clean and care for the property and premises of the Company and may be called upon to perform other non-mechanical duties.

4.03.21 **Licensed Stationary Plant Operator (Third Class or Equivalent)**

Is employed by the Company to handle the monitoring, operating and servicing of power house/boiler room equipment and related systems, including running repairs and minor maintenance of that equipment, as may be specified by the Company. Must possess a valid Third Class Certificate issued by the appropriate authorities.

4.03.22 **Licensed Stationary Plant Operator (Fourth Class)**

Is employed by the Company to handle the monitoring and operating of power house/boiler room equipment and related systems, including such servicing of that equipment, as may be specified by the Company. This classification shall only apply at those locations where a license is required by law.

NOTE: Reclassification to Licensed Stationary Plant Operator (Third Class or Equivalent), will be automatic, following completion of

qualifications and receipt of a valid Third Class Certificate issued by the appropriate authorities.

4.03.23 Stationary Plant Operator

Is employed by the Company to handle the monitoring, operating of power house/boiler room equipment and related systems, including such servicing of that equipment, as may be specified by the Company.

4.03.24 Facilities Cleaner

Is employed by the Company to perform light cleaning (e.g., washrooms, lunchrooms, etc.) and other duties of a like nature.

4.03.25 Licensed Stationary Plant Operator (Second Class)

Is employed by the Company to operate and maintain the power house/boiler room equipment. In addition, will be required to monitor, operate and service related systems, including running repairs and maintenance of that equipment, as may be specified by the Company. Must possess a valid Second Class Certificate issued by the appropriate authorities and have the ability to satisfactorily coordinate the function.

NOTE: In addition to the above, it is agreed that where an individual is assigned as a leader of a shift and is considered in charge, the Company will pay one dollar and eighty-four cents (\$1.84) per hour worked in addition to their normal rate of pay for such additional responsibility.

4.03.26 Unassigned

4.03.27 Unassigned

4.03.28 Unassigned

4.03.29 Unassigned

4.03.30 Unassigned

4.03.31 Unassigned

4.03.32 System Support Analyst

Must be knowledgeable in computer technology in order to provide assistance, as required, to end users of systems that are specifically designed in support of Technical Services.

4.03.33 **Unassigned**

4.03.34 **Unassigned**

4.03.35 For the following classifications an employee who does not successfully meet the requirements of their classification within six (6) months will be required to revert to their former category and classification at the point where currently employed.

4.03.36 **Technical Data Controller**

Must have the ability to provide general clerical and administrative tasks and duties as required in Technical Services and to provide support by maintaining various types of reports, files and systems. In addition, may be assigned to provide administrative support to the Customs & Transportation work group and any other related clerical or auditing duties.

Must also have the ability to update manuals and automated records systems including the control of critical life-limited units, as well as collect and report fleet reliability data and perform required associated duties. In addition, may be assigned to process required regulatory documentation for material or property through various ports of entry.

4.03.37 **Technical Data Controller – Configuration Control**

Must have the qualifications of a Technical Data Controller, knowledge of aircraft configuration control and demonstrated knowledge of the configuration modules of the applicable database systems.

4.03.38 **Senior Technical Data Controller**

Must have the qualifications of a Technical Data Controller and, as a working member of a group, have the ability to train and satisfactorily direct the work of others with minimum supervision.

4.03.39 **Senior Technical Data Controller - Customs**

Must have the qualifications of a Technical Data Controller and, as a working member of a group, have the ability to train and satisfactorily direct the work of others with minimum supervision. Personnel in this classification will be required to liaise with Canada Customs and any other agency, as required, in order to arrange customs clearance for aircraft and aircraft-related materials or parts.

4.03.40 **Senior Technical Data Controller – Ground Support Equipment (GSE)**

Must have the qualifications of a Technical Data Controller and, as a working member of a group, have the ability to train and satisfactorily direct the work of

others with minimum supervision. Personnel in this classification perform system wide general administrative duties in GSE. This includes tasks related to support for internal and external customers such as billing, database maintenance and other related duties.

4.03.41 **Planner**

Must, as a minimum, have proven ability and skills required in order to plan work and work events.

In addition, personnel in this classification who hold seniority in Category 1, 19 or 38 hired prior to June 30, 2001, who obtain a suitably rated Transport Canada Aircraft Maintenance Engineer (AME) License through self-study, in order to credit towards their Aircraft Certification Authority (ACA), shall receive a five-hundred dollar (\$500.00) payment.

4.03.42 **Licensed Planner**

Must, as a minimum, possess the qualifications of an Aircraft Maintenance Engineer in Categories 1, 19 or 38 and have the ability to plan work or work events.

4.03.43 **Unassigned**

4.03.44 **Unassigned**

4.03.45 **Technical Writer (Aeronautics)**

Must, as a minimum, possess the qualifications of a Mechanic/Aircraft Technician in an aviation-related category and be knowledgeable in computer technology in order to update aircraft maintenance program documentation, manuals, instructions for aircraft and related components operated by the Company and perform associated duties as required.

4.03.46 **Licensed Technical Writer**

Must, as a minimum, possess the qualifications of an Aircraft Maintenance Engineer in Category 1, 19 or 38 and be knowledgeable in computer technology in order to update aircraft maintenance program documentation, manuals, instructions for aircraft and related components operated by the Company and perform associated duties as required.

4.03.47 **Unassigned**

4.03.48 **Unassigned**

4.03.49 **Unassigned**

4.03.50 **Technical Instructor – Ground Support Equipment Maintenance**

Must meet the occupational standards for the subject to be taught, have the minimum qualifications and experience as prescribed by the Company and have the ability to instruct and deliver technical training using various methods and strategies, in addition act as subject matter experts in the development of courseware in compliance with Company and the applicable regulatory standards.

4.03.51 **Technical Writer – Control Manual**

Must be knowledgeable in the development of procedures, policies and standards and must possess sufficient skills in the use of process improvement techniques and business tools, including but not limited to software applications and protocols such as Visio and SGML. In addition, employees must be knowledgeable of the Canadian Aviation Regulations and other applicable regulations and standards to ensure continued compliance of the Control Manual.

4.03.52 **Unassigned**

4.03.53 **Unassigned**

4.03.54 **Unassigned**

4.03.55 **Business Analyst – Technical Services**

Must be knowledgeable in computer technology in order to analyze, specify, document and validate business needs as it relates to Technical Services

4.03.56 **Unassigned**

4.04 **General**

The following are the employee classifications of the Technical Services Business Unit within the categories enumerated in Article 4.02, covered by this Agreement.

- 4.04.01 The number of Lead Aircraft Maintenance Engineer, in Categories 1, 19 or 38 shall be established solely by the Company.
- 4.04.02 The number of Lead Mechanics will be established solely by the Company, consistent with manpower requirements, provided that the ratio of Mechanics, Juniors and Learners to the Lead Mechanics in a category, at any one point, will not exceed sixteen (16) to one (1).
- 4.04.03 It is agreed that a Lead Aircraft Maintenance Engineer may assign work to Aircraft Maintenance Engineer, Aircraft Technicians, Mechanics, Juniors and Learners from any category.

- 4.04.04 Notwithstanding the terms of the ratio as provided for in Article 4.04.02 above, it is further agreed that the number of Mechanics, Juniors and Learners assigned to any one (1) Lead Mechanic shall not exceed sixteen (16).
- 4.04.05 Personnel in Categories 1, 4, 38 and in the Planning and the Technical Writing categories holding up to four (4) active "Aircraft Certification Authority" (ACA) for aircraft currently operated by the Company, will receive an endorsement premium of four hundred-fifty (\$450.00) per month, in addition to their normal rate of pay. This premium will increase by one hundred-fifty (\$150.00) per month for each active "Aircraft Certification Authority" (ACA) in excess of the first four (4) ACA.
- 4.04.06 **Unassigned**
- 4.04.08 A monthly Skills Premium of One Hundred-Fifty Dollars \$150.00 will be paid to employees in Categories 13,14, 19, 21, 23, 24, 25, 26, 27, 36, 37 and Aircraft Technician in categories 1 and 38.

4.05 Vacancies

The filling of vacancies to classifications listed below shall be as follows:

Vacancy Notices (unless stated otherwise) will be as follows:

- NOTE 1:** It is agreed that the procedures and principle of Promotion Bulletins and the privileges of above basic will be applied for administrative purposes for the vacancy notice listed below.
- NOTE 2:** In the event of no qualified applicants, the Company will hire externally as required.
- NOTE 3:** An employee who does not successfully meet the requirement of their classification within six (6) months will be required to revert to their former category and classification at the point where currently employed.

4.05.01 **Technical Data Controller**

Transfers to Technical Data Controller will be offered in order of seniority, at the point, who have met the requirements of Article 4.05.16 prior to the closing date of the online posting.

Secondary Consideration: In the event that there are no qualified applicants from the point, the Company will consider applicants from across the system, provided the applicants that have met the qualifications of Article 4.05.16.

- NOTE:** The selection of the successful candidate rests solely with the Company.

4.05.02 **Technical Data Controller – Configuration Control**

Promotional Bulletins for Technical Data Controller – Configuration Control will be addressed to Technical Data Controllers who have 5 years data control experience in aircraft/engines records and meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.03 **Senior Technical Data Controller**

Promotional Bulletins for Senior Technical Data Controllers will be addressed to Technical Data Controllers who have 5 years of data/reliability experience and meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

NOTE: Secondary consideration will be given to qualified candidates who have less than five (5) years experience.

4.05.04 **Senior Technical Data Controller – Customs**

Promotional Bulletins for Senior Technical Data Controllers - Customs will be addressed to Technical Data Controllers who have 5 years of customs experience and meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

NOTE: Secondary consideration will be given to qualified candidates who have less than five (5) years experience in customs.

4.05.05 **Senior Technical Data Controller – GSE**

Promotional Bulletins for Senior Technical Data Controller – GSE will be addressed to Technical Data Controllers who have 5 years of GSE experience and meet the qualifications of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

NOTE: Secondary consideration will be given to qualified candidates who have less than five (5) years experience in GSE.

4.05.06 **Planner**

Addressed to all employees covered by the Agreement at the point who, as a minimum meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

Secondary consideration will be given to qualified applicants from classifications within Logistics & Supply or Airports & Cargo Operations.

4.05.07 Licensed Planner

Addressed to Lead Aircraft Maintenance Engineer, Aircraft Maintenance Engineer or Planners at the point who, as a minimum meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.08 Unassigned

4.05.09 Unassigned

4.05.10 Technical Writer (Aeronautics)

Addressed to Mechanics/Aircraft Technicians in aircraft related technical categories at the point who, as a minimum meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.11 Licensed Technical Writer

Addressed to Lead Aircraft Maintenance Engineer, Technical Writer (Aeronautics) and Aircraft Maintenance Engineers in Categories 1, 19 or 38 at the point who, as a minimum meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.12 Unassigned

4.05.13 Unassigned

4.05.14 Unassigned

4.05.15 Technical Instructor – Ground Support Equipment Maintenance

Addressed to all employees covered by the agreement who, as a minimum meet the requirements of Article 4.05.16 (GSE (Automotive) Technical Instructor) and who possess an Automotive Service Technician, Commercial Transport Mechanic and/or Heavy-Duty Mechanic certification. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No.4.

Secondary consideration will be given to qualified applicants from classifications within Logistics and Supply or Airports and Cargo Operations.

4.05.16 Please refer to the chart at the end of this Article

4.05.17 Business Analyst – Technical Services

Addressed to System Support Analysts who, as a minimum meet the requirements of Article 4.05.16. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.18 Technical Writer – Control Manual

Addressed to all employees covered by the agreement at the point who, as a minimum meets the requirements of Article 4.05.16. Selection shall be in accordance with Article 16.11.05 and Letter of Understanding #4.

Secondary consideration will be given to qualified applicants from classifications within Logistics and Supply or Airports and Cargo Operations.

4.05.19 Unassigned

4.05.20 Unassigned

4.05.21 Unassigned

4.05.22 Employees selected to Promotional Bulletins or Vacancy Notices for the above classifications will normally be required to remain in their positions for a minimum of twenty-four (24) months.

4.05.23 Process Auditor

Promotional Bulletins addressed to those employees who hold the qualifications of an Aircraft Maintenance Engineer in Category 1, 19 or 38 who meet the requirement of Article 4.03.03. Selection will be on the basis of basic category seniority and in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.24 Unassigned

4.05.25 Lead Aircraft Maintenance Engineer

Promotional Bulletins addressed to those employees who hold the qualifications of an Aircraft Maintenance Engineer in Category 1, 19 or 38 who meet the requirement of Article 4.03.07. Selection will be on the basis of basic category seniority and in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.26 Lead Mechanic

Promotional Bulletins addressed to those employees who hold the qualifications of a mechanic in the category concerned who meet the requirement of Article 4.03.08. Selection will be on the basis of basic category seniority and in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.27 **Unassigned**

4.05.28 **Unassigned**

4.05.29 **Lead Cleaner**

Promotional Bulletins addressed to Cleaners Category 33 who meet the requirement of Article 4.03.18. Selection will be on the basis of basic category seniority and in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.30 **Lead Building Attendant**

Promotional Bulletins addressed to Building Attendants Category 34 who meet the requirement of Article 4.03.19. Selection will be on the basis of basic category seniority and in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.31 **Unassigned**

4.05.32 **Unassigned**

4.05.33 **Unassigned**

4.05.34 **Unassigned**

4.05.35 **Shift Foreman**

Promotional Bulletins addressed to Lead Mechanics in which he is employed who meet the requirement of Article 4.03.02. Selection will be on the basis of basic category seniority and in accordance with Article 16.11.05 and Letter of Understanding No. 4.

4.05.36 Seniority privileges for external employees hired into the above classifications will be limited to those categories and classifications in which an employee establishes seniority

4.05.16

	Customs Background	Five (5) years Technical Services or Logistics & Supply experience	Five (5) years experience as a Technical Data Controller in Aircraft/engine Technical Records	Two (2) Years Material Control Experience	Years of EMC Experience	Hold a valid Transport Canada AME License (M2, E, S as applicable)	Aircraft Certification Authority (ACA)	Minimum of two (2) years of experience in the maintenance of transport category aircraft	Word Level 1	Excel Level 1	Power Point Level 1	Artos	RES	AMTAC	ACCESS	Ability to write clear/concise Tech Instructions	Free of any restrictions that will prevent entry into other countries (ability to hold a passport)	Demonstrated Skill in area of expertise	Qualifications of GSE Station Coordinator	College Diploma in Computer Science and 4 years experience in computer transcription	College Diploma from a recognized Aeronautical College	College Diploma from a recognized technical institute in a chemical science discipline	LOU #4
Planner									X	X		X						X					X
Licensed Planner						X	X		X	X		X						X					X
Material Planner				X					X	X		X											
Line Expeditor		X							X	X		X	X	X				X					X
Sr Tech. Data Cntrl (Customs)	X								X	X	X				X								X
Sr Tech. Data Controller									X	X	X				X								X
Tech. Data Controller Config. Cont			X						X	X	X				X			X					X
Tech. Data Controller									X	X					X								
Tech. Writer (Aeronautics)									X	X						X		X					X
Tech. Writer (Control Manual)									X	X	X					X		X					X
Licensed Technical Writer						X	X		X	X						X		X					X
Business Analyst – Technical Services									X	X	X	X		X	X					X			X
Sr Tech Data Cntrl GSE									X	X	X							X	X				X

X = Essential qualifications

4.05.16

	Hold a valid Truck & Coach, Heavy Duty or Automotive Certification	Minimum of two (2) years of experience in the maintenance of Airline Ground Support Equipment	Hold a valid Transport Canada AME License (M2, E, S as applicable)	Aircraft Certification Authority (ACA)	Minimum of two (2) years of experience in the maintenance of transport category aircraft	Word Level 1	Power Point Level 1	M5 Maintenance Program	UPS Fleet Maintenance Program	Ability to write clear/concise Tech Instructions	Free of any restrictions that will prevent entry into other countries (ability to hold a passport)	Demonstrated Skill in area of expertise	LOU #4
GSE (Automotive) Technical Instructor	X	X				X	X	X	X	X	X	X	X
ACM Trainer				X*		X	X			X		X	X

X = Essential qualifications

* = Applicable aircraft certification authority (ACA) when required for licensed categories

4.06 Joint Training and Licensing Committee

The filling of vacancies to classifications listed below shall be as follows:

4.06.01 The purpose of this Joint Committee is to discuss and resolve issues, thereby enhancing the overall effectiveness and quality of technical training in Technical Services. The Joint Training and Licensing Committee will also determine the contents of Chapter 4 of the Maintenance Technical Recruiting, Training and Certification Manual (Publication 831). Revisions shall be agreed to by the Joint Training and Licensing Committee unless required by a Government Regulatory authority.

4.06.02 This Joint Committee will:

A) Maintain all agreements, policies and procedures related to the sections of Chapter 4 of Publication 831.

NOTE: The J.T.L.C is not considered part of the grievance procedure as provided for in Article 17.03 although, subject to agreement between the Company and the Union, matters may be referred to the J.T.L.C.

B) Act as a resource body to provide meaningful input to issues related to training and licensing.

4.06.03 This Joint Committee will be comprised of the following:

A) Three (3) representatives appointed by the Union.

B) Management representatives (not to exceed Three (3) in number).

NOTE: In addition, the Joint Training and Licensing Committee may establish sub-committees to assist in the carrying out of its mandate.

4.06.04 In the event the Joint Training and Licensing Committee is unable to reach consensus on any issue within their mandate, the matter will be referred to the Director, Airworthiness. Failing resolution, the matter will be reviewed by the Parties at the U.M.C.M. level. Failing agreement at U.M.C.M., the matter may be referred to third party mediation. Pending resolution of any disputes provided for in this paragraph, the status quo shall prevail.

4.06.05 Members of the Joint Training and Licensing Committee shall be provided with a Terms of Reference, agreed to between the Company and the Union, for the operation of the Joint Committee.

4.06.06 Monetary and collective bargaining issues are not included in the mandate of the Joint Training & Licensing Committee (unless input is requested by the UMCM).

4.06.07 Meetings of the Joint Training and Licensing Committee may be called as necessary by either the Union or the Company.

ARTICLE 5 – RATES OF PAY – TECHNICAL SERVICES

- 5.01 Rates of pay, as enumerated, are on a weekly basis and are established on the basis of a working week of forty-two and one half (42 1/2) hours with a one half hour unpaid meal period; if the scheduled working hours are reduced below forty-two and one half (42 1/2) hours, the rate of pay shall be correspondingly reduced.
- 5.02 The Company may, at its discretion, pay higher rates than those established by this Agreement.
- 5.03 Scheduled advancement in pay within the salary scales established for Learners and Junior Mechanics shall, subject to other provisions of this Agreement, be automatic upon the first day of the pay period following completion of the requirements (in any one category) specified below.
- a) Twenty-six (26) weeks must have elapsed since the date of his last reclassification in the category.
 - b) During the twenty-six (26) week period, the employee must have actually worked a minimum of 952 hours on a 5/2 type work schedule or 880 hours on a 6/3 type work schedule (or their equivalent), whichever is greater, subject to the provisions that time allowed as annual vacation shall be considered as time actually worked in the category.
 - c) Time worked in a higher classification in the category, shall be considered as time actually worked in accordance with b).

NOTE: For out-of-category assignments see Article 5.03.12

- 5.03.01 Employees hired into the classifications of Cleaner, Building Attendant, Facilities Cleaner, scheduled advancement in pay will be automatic upon the first day of the pay period, following completion of one (1) year service for each level of the salary scale.

NOTE 1: Employees with a Company Service Date prior to November 9, 1985, transferring into the above-mentioned classifications, will commence at the third (3rd) level of the salary scale.

NOTE 2: For out-of-category assignments see Article 5.03.12

- 5.03.02 In the case of the Helper 1 classification, advancement in pay to Helper 2 classification shall be automatic upon the first day of the pay period, following completion of one (1) year service in the Helper 1 classification.

NOTE: For out-of-category assignments see Article 5.03.12

- 5.03.03 In the case of the Mechanic, Aircraft Technician (AT) or Aircraft Maintenance Engineer, advancement in pay within the classification shall be automatic for each level, up to level 4, upon the first day of the pay period following

completion of one (1) year service in the currently held level (including time served in a higher classification).

NOTE 1: For out-of-category assignments see 5.03.12.

NOTE 2: AT's who obtain an Aircraft Certification Authority (ACA), will be migrated over to the Aircraft Maintenance Engineer level equivalent to their AT level with their AT review date.

NOTE 3: In the case of Aircraft Maintenance Engineer advancement to level 5 will be based on an annual performance and technical readiness evaluation as detailed in MOA 10.

5.03.04 **Unassigned**

5.03.05 In the case of Lead Aircraft Maintenance Engineer I advancement in pay to the Lead Aircraft Maintenance Engineer II classification, shall be automatic upon the first day of the pay period, following completion of two (2) years' service in the Lead Aircraft Maintenance Engineer I classification.

5.03.06 In the case of the Process Auditor – Aircraft I classification, advancement in pay to Process Auditor – Aircraft II shall be automatic upon the first day of the pay period, following completion of one (1) year service in the Process Auditor - Aircraft I classification.

5.03.07 **Unassigned**

5.03.08 **Unassigned**

5.03.09 In the case of Stationary Plant Operator and Licensed Stationary Plant Operator (4th class and 3rd class) classifications, advancement in pay shall be automatic on the first day of the pay period following the completion of the requirements specified below:

a) One (1) year must have elapsed since the date of his last reclassification.

b) During the one (1) year period, the employee must have actually worked a minimum of 1904 hours on a 5/2 type work schedule or 1760 hours on a 6/3 type work schedule (or the equivalent), whichever is greater, subject to the provisions that time allowed as annual vacation shall be considered as time worked.

NOTE 1: In the case of Licensed Stationary Plant Operator (4th class), advancement in pay to Licensed Stationary Plant Operator (3rd class or equivalent) shall be automatic upon the first day of the pay period following receipt of a valid Third Class Certificate by the Company.

In the case of a Licensed Stationary Plant Operator (2nd class), advancement in pay shall be automatic upon the first day of the pay period following completion of:

- a) One (1) year service in the Licensed Stationary Plant Operator (2nd class) classification;
- b) Two (2) years' service in the Licensed Stationary Plant Operator (2nd class) classification.

NOTE 2: For out-of-category assignments see Article 5.03.12

5.03.10 Permanent employees who accept temporary assignments to positions above and beyond the scope of the Collective Agreement shall continue to accrue salary progression within their classification, during the temporary assignment. Employees promoted to positions within the Collective Agreement in a higher classification, during the temporary assignment, will assume the new rate of pay for such a position and will accrue salary progression in the higher classification.

NOTE: Salary progression will be applicable to employees working in a temporary return to work rehabilitation assignment, under the provisions of Article 16.19.02, subject to the provisions of their classification.

5.03.11 Employees who accept Shop Committee positions, in accordance with Article 19.04, will continue to accrue salary progression within their respective classification(s), subject to the provisions for their classification, and if promoted to positions within the Collective Agreement in a higher classification, will assume the new rate of pay for the position and will accrue salary progression subject to the provisions for their classification.

5.03.12 Employees in the Junior Mechanic, Mechanic, Aircraft Technician, Aircraft Maintenance Engineer, Stationary Plant Operator (all classes), Cleaner, Building Attendant, Facilities Cleaner and Technical Data Control & Office Support classifications shall be eligible for scheduled advancement in pay, subject to other provisions of the Collective Agreement in accordance with the category groupings listed below:

GROUP 1

01, 13, 14, 19, 21, 23, 24, 25, 26, 27, 36, 37, 38

GROUP 2

30, 33, 34, Technical Data Control & Office
Support, Technology Support and ACM
Communicator

- a) Employees working temporarily in another category within Group 1 shall be eligible for scheduled advancement in pay while in out-of-category assignments.
- b) Employees in categories listed in Group 1 assigned to a category listed in Group 2, shall be eligible for scheduled advancement in pay for the first sixty (60) calendar days of the out-of-category assignment.
- c) Employees in Group 2 shall be eligible for scheduled advancement in pay regardless of out-of-category assignments.

5.03.13 Employees hired into the classifications within the Technical Data Control and Office Support, Planning, Technical Writing categories scheduled advancement in pay will be automatic upon the first day of the pay period, following completion on one (1) year service in the classification for each level of the salary scale.

NOTE: Personnel in the Planner classification must meet the requirements of a technical exam in accordance with LOU 4 or hold the qualifications of a Mechanic in order to progress beyond the fifth level rate of pay.

5.04 It is understood that the Company reserves the right to amend or delete the graduated salary scale for the Mechanic classification at the termination date of this Agreement, in the event that, at that time, overall Company policy, or the development of Business Unit employee grading or other procedures provide for similar or identical compensation.

5.05 a) Qualified Tank Sealers will be paid a premium of One Hundred and Fifty dollars (\$150.00) per month.

Vacancy Notices for these positions will be issued as required in Dorval, Winnipeg, Toronto, Calgary and Vancouver, soliciting volunteers (excluding Learners) from in Category 1, Category 13, Category 19, and Category 38. Priority for selecting volunteers shall be in order of basic Seniority from Category 1. In the event there are insufficient volunteers, selection will then be made from the remaining Categories in order of basic Seniority. Volunteers will be selected for a two (2) year term.

In the event there are insufficient volunteers, employees will be assigned from Category 1 in reverse order of seniority. Employees assigned will be required to serve a one (1) year term only.

b) Qualified ACM Trainer/Facilitator will be paid a premium of One Hundred and Fifty dollars (\$150.00) per month. Vacancy Notices for these positions will be issued as required in Dorval, Toronto, Calgary and Vancouver.

5.06 The following are the rates of pay for all classifications in the Technical Services Business Unit covered by this Agreement.

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
<u>TECHNICAL SERVICES</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Shift Foreman	\$ 1,523.53	\$ 38.09	\$ 6,624.65	\$ 1,554.00	\$ 38.85	\$ 6,757.14	\$ 1,585.08	\$ 39.63	\$ 6,892.28	\$ 1,616.79	\$ 40.42	\$ 7,030.13
Process Auditor 2	\$ 1,584.22	\$ 39.61	\$ 6,888.54	\$ 1,615.91	\$ 40.40	\$ 7,026.31	\$ 1,648.23	\$ 41.21	\$ 7,166.84	\$ 1,681.19	\$ 42.03	\$ 7,310.18
Process Auditor 1	\$ 1,557.97	\$ 38.95	\$ 6,774.38	\$ 1,589.13	\$ 39.73	\$ 6,909.87	\$ 1,620.91	\$ 40.52	\$ 7,048.07	\$ 1,653.33	\$ 41.33	\$ 7,189.03
Lead Aircraft Maintenance Engineer 2	\$ 1,631.92	\$ 40.80	\$ 7,095.93	\$ 1,664.56	\$ 41.61	\$ 7,237.85	\$ 1,697.85	\$ 42.45	\$ 7,382.61	\$ 1,731.80	\$ 43.30	\$ 7,530.26
Lead Aircraft Maintenance Engineer 1	\$ 1,599.49	\$ 39.99	\$ 6,954.94	\$ 1,631.48	\$ 40.79	\$ 7,094.04	\$ 1,664.11	\$ 41.60	\$ 7,235.92	\$ 1,697.39	\$ 42.43	\$ 7,380.63
Aircraft Maintenance Engineer 5*	\$ 1,585.17	\$ 39.63	\$ 6,892.67	\$ 1,616.88	\$ 40.42	\$ 7,030.52	\$ 1,649.21	\$ 41.23	\$ 7,171.13	\$ 1,682.20	\$ 42.05	\$ 7,314.55
Aircraft Maintenance Engineer 4	\$ 1,495.03	\$ 37.38	\$ 6,500.73	\$ 1,524.94	\$ 38.12	\$ 6,630.74	\$ 1,555.43	\$ 38.89	\$ 6,763.36	\$ 1,586.54	\$ 39.66	\$ 6,898.63
Aircraft Maintenance Engineer 3	\$ 1,390.95	\$ 34.77	\$ 6,048.16	\$ 1,418.77	\$ 35.47	\$ 6,169.13	\$ 1,447.15	\$ 36.18	\$ 6,292.51	\$ 1,476.09	\$ 36.90	\$ 6,418.36
Aircraft Maintenance Engineer 2	\$ 1,286.88	\$ 32.17	\$ 5,595.64	\$ 1,312.62	\$ 32.82	\$ 5,707.56	\$ 1,338.87	\$ 33.47	\$ 5,821.71	\$ 1,365.65	\$ 34.14	\$ 5,938.14
Aircraft Maintenance Engineer 1	\$ 1,182.81	\$ 29.57	\$ 5,143.12	\$ 1,206.47	\$ 30.16	\$ 5,245.98	\$ 1,230.60	\$ 30.76	\$ 5,350.90	\$ 1,255.21	\$ 31.38	\$ 5,457.92
Aircraft Technician 4	\$ 1,321.47	\$ 33.04	\$ 5,746.04	\$ 1,347.90	\$ 33.70	\$ 5,860.96	\$ 1,374.86	\$ 34.37	\$ 5,978.18	\$ 1,402.36	\$ 35.06	\$ 6,097.74
Aircraft Technician 3	\$ 1,204.95	\$ 30.12	\$ 5,239.37	\$ 1,229.05	\$ 30.73	\$ 5,344.15	\$ 1,253.63	\$ 31.34	\$ 5,451.04	\$ 1,278.70	\$ 31.97	\$ 5,560.06
Aircraft Technician 2	\$ 1,183.54	\$ 29.59	\$ 5,146.27	\$ 1,207.21	\$ 30.18	\$ 5,249.20	\$ 1,231.35	\$ 30.78	\$ 5,354.18	\$ 1,255.98	\$ 31.40	\$ 5,461.26
Aircraft Technician 1	\$ 1,141.11	\$ 28.53	\$ 4,961.81	\$ 1,163.94	\$ 29.10	\$ 5,061.05	\$ 1,187.22	\$ 29.68	\$ 5,162.27	\$ 1,210.96	\$ 30.27	\$ 5,265.51
Lead Mechanic	\$ 1,407.64	\$ 35.19	\$ 6,120.72	\$ 1,435.79	\$ 35.89	\$ 6,243.14	\$ 1,464.51	\$ 36.61	\$ 6,368.00	\$ 1,493.80	\$ 37.34	\$ 6,495.36
Mechanic 4	\$ 1,321.47	\$ 33.04	\$ 5,746.04	\$ 1,347.90	\$ 33.70	\$ 5,860.96	\$ 1,374.86	\$ 34.37	\$ 5,978.18	\$ 1,402.36	\$ 35.06	\$ 6,097.74
Mechanic 3	\$ 1,204.95	\$ 30.12	\$ 5,239.37	\$ 1,229.05	\$ 30.73	\$ 5,344.15	\$ 1,253.63	\$ 31.34	\$ 5,451.04	\$ 1,278.70	\$ 31.97	\$ 5,560.06
Mechanic 2	\$ 1,183.54	\$ 29.59	\$ 5,146.27	\$ 1,207.21	\$ 30.18	\$ 5,249.20	\$ 1,231.35	\$ 30.78	\$ 5,354.18	\$ 1,255.98	\$ 31.40	\$ 5,461.26
Mechanic 1	\$ 1,141.11	\$ 28.53	\$ 4,961.81	\$ 1,163.94	\$ 29.10	\$ 5,061.05	\$ 1,187.22	\$ 29.68	\$ 5,162.27	\$ 1,210.96	\$ 30.27	\$ 5,265.51
Junior Mechanic 4	\$ 1,096.09	\$ 27.40	\$ 4,766.04	\$ 1,118.01	\$ 27.95	\$ 4,861.36	\$ 1,140.37	\$ 28.51	\$ 4,958.59	\$ 1,163.18	\$ 29.08	\$ 5,057.76
Junior Mechanic 3	\$ 1,041.34	\$ 26.03	\$ 4,527.96	\$ 1,062.17	\$ 26.55	\$ 4,618.52	\$ 1,083.41	\$ 27.09	\$ 4,710.89	\$ 1,105.08	\$ 27.63	\$ 4,805.11
Junior Mechanic 2	\$ 983.90	\$ 24.60	\$ 4,278.22	\$ 1,003.58	\$ 25.09	\$ 4,363.78	\$ 1,023.65	\$ 25.59	\$ 4,451.06	\$ 1,044.12	\$ 26.10	\$ 4,540.08
Junior Mechanic 1	\$ 931.27	\$ 23.28	\$ 4,049.36	\$ 949.90	\$ 23.75	\$ 4,130.35	\$ 968.89	\$ 24.22	\$ 4,212.96	\$ 988.27	\$ 24.71	\$ 4,297.22

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Learner 4	\$ 879.38	\$ 21.98	\$ 3,823.74	\$ 896.97	\$ 22.42	\$ 3,900.22	\$ 914.91	\$ 22.87	\$ 3,978.22	\$ 933.21	\$ 23.33	\$ 4,057.79
Learner 3	\$ 811.86	\$ 20.30	\$ 3,530.14	\$ 828.10	\$ 20.70	\$ 3,600.74	\$ 844.66	\$ 21.12	\$ 3,672.75	\$ 861.55	\$ 21.54	\$ 3,746.21
Learner 2	\$ 749.51	\$ 18.74	\$ 3,259.01	\$ 764.50	\$ 19.11	\$ 3,324.19	\$ 779.79	\$ 19.49	\$ 3,390.68	\$ 795.38	\$ 19.88	\$ 3,458.49
Learner 1	\$ 691.92	\$ 17.30	\$ 3,008.60	\$ 705.76	\$ 17.64	\$ 3,068.78	\$ 719.87	\$ 18.00	\$ 3,130.15	\$ 734.27	\$ 18.36	\$ 3,192.75
Helper 2	\$ 985.19	\$ 24.63	\$ 4,283.81	\$ 1,004.89	\$ 25.12	\$ 4,369.48	\$ 1,024.99	\$ 25.62	\$ 4,456.87	\$ 1,045.49	\$ 26.14	\$ 4,546.01
Helper 1	\$ 907.27	\$ 22.68	\$ 3,945.00	\$ 925.41	\$ 23.14	\$ 4,023.90	\$ 943.92	\$ 23.60	\$ 4,104.38	\$ 962.80	\$ 24.07	\$ 4,186.47
Lead Cleaner	\$ 967.55	\$ 24.19	\$ 4,207.12	\$ 986.90	\$ 24.67	\$ 4,291.26	\$ 1,006.64	\$ 25.17	\$ 4,377.09	\$ 1,026.77	\$ 25.67	\$ 4,464.63
Cleaner 4	\$ 932.91	\$ 23.32	\$ 4,056.50	\$ 951.57	\$ 23.79	\$ 4,137.63	\$ 970.60	\$ 24.27	\$ 4,220.39	\$ 990.01	\$ 24.75	\$ 4,304.79
Cleaner 3	\$ 855.09	\$ 21.38	\$ 3,718.10	\$ 872.19	\$ 21.80	\$ 3,792.46	\$ 889.63	\$ 22.24	\$ 3,868.31	\$ 907.42	\$ 22.69	\$ 3,945.68
Cleaner 2	\$ 712.80	\$ 17.82	\$ 3,099.39	\$ 727.05	\$ 18.18	\$ 3,161.38	\$ 741.59	\$ 18.54	\$ 3,224.61	\$ 756.43	\$ 18.91	\$ 3,289.10
Cleaner 1	\$ 570.49	\$ 14.26	\$ 2,480.60	\$ 581.90	\$ 14.55	\$ 2,530.21	\$ 593.53	\$ 14.84	\$ 2,580.81	\$ 605.40	\$ 15.14	\$ 2,632.43
Lead Building Attendant	\$ 950.08	\$ 23.75	\$ 4,131.15	\$ 969.08	\$ 24.23	\$ 4,213.77	\$ 988.46	\$ 24.71	\$ 4,298.05	\$ 1,008.23	\$ 25.21	\$ 4,384.01
Building Attendant 4	\$ 897.86	\$ 22.45	\$ 3,904.07	\$ 915.81	\$ 22.90	\$ 3,982.15	\$ 934.13	\$ 23.35	\$ 4,061.79	\$ 952.81	\$ 23.82	\$ 4,143.03
Building Attendant 3	\$ 820.26	\$ 20.51	\$ 3,566.68	\$ 836.67	\$ 20.92	\$ 3,638.02	\$ 853.40	\$ 21.34	\$ 3,710.78	\$ 870.47	\$ 21.76	\$ 3,784.99
Building Attendant 2	\$ 695.41	\$ 17.39	\$ 3,023.77	\$ 709.31	\$ 17.73	\$ 3,084.25	\$ 723.50	\$ 18.09	\$ 3,145.93	\$ 737.97	\$ 18.45	\$ 3,208.85
Building Attendant 1	\$ 570.49	\$ 14.26	\$ 2,480.60	\$ 581.90	\$ 14.55	\$ 2,530.21	\$ 593.53	\$ 14.84	\$ 2,580.81	\$ 605.40	\$ 15.14	\$ 2,632.43
Stationary Plant Operator (2nd Class) 3	\$ 1,321.47	\$ 33.04	\$ 5,746.04	\$ 1,347.90	\$ 33.70	\$ 5,860.96	\$ 1,374.86	\$ 34.37	\$ 5,978.18	\$ 1,402.36	\$ 35.06	\$ 6,097.74
Stationary Plant Operator (2nd Class) 2	\$ 1,258.74	\$ 31.47	\$ 5,473.28	\$ 1,283.92	\$ 32.10	\$ 5,582.74	\$ 1,309.59	\$ 32.74	\$ 5,694.40	\$ 1,335.79	\$ 33.39	\$ 5,808.28
Stationary Plant Operator (2nd Class) 1	\$ 1,196.07	\$ 29.90	\$ 5,200.78	\$ 1,219.99	\$ 30.50	\$ 5,304.79	\$ 1,244.39	\$ 31.11	\$ 5,410.89	\$ 1,269.28	\$ 31.73	\$ 5,519.11
Stationary Plant Operator (3rd Class) 2	\$ 1,133.75	\$ 28.34	\$ 4,929.79	\$ 1,156.43	\$ 28.91	\$ 5,028.39	\$ 1,179.55	\$ 29.49	\$ 5,128.95	\$ 1,203.14	\$ 30.08	\$ 5,231.53
Stationary Plant Operator (3rd Class) 1	\$ 1,071.46	\$ 26.79	\$ 4,658.93	\$ 1,092.89	\$ 27.32	\$ 4,752.11	\$ 1,114.75	\$ 27.87	\$ 4,847.15	\$ 1,137.04	\$ 28.43	\$ 4,944.10
Stationary Plant Operator (4th Class) 2	\$ 982.69	\$ 24.57	\$ 4,272.94	\$ 1,002.34	\$ 25.06	\$ 4,358.40	\$ 1,022.39	\$ 25.56	\$ 4,445.57	\$ 1,042.84	\$ 26.07	\$ 4,534.48
Stationary Plant Operator (4th Class) 1	\$ 905.64	\$ 22.64	\$ 3,937.91	\$ 923.75	\$ 23.09	\$ 4,016.66	\$ 942.23	\$ 23.56	\$ 4,097.00	\$ 961.07	\$ 24.03	\$ 4,178.94
Stationary Plant Operator 2	\$ 892.33	\$ 22.31	\$ 3,880.03	\$ 910.17	\$ 22.75	\$ 3,957.63	\$ 928.38	\$ 23.21	\$ 4,036.78	\$ 946.94	\$ 23.67	\$ 4,117.52
Stationary Plant Operator 1	\$ 833.22	\$ 20.83	\$ 3,623.01	\$ 849.88	\$ 21.25	\$ 3,695.47	\$ 866.88	\$ 21.67	\$ 3,769.38	\$ 884.22	\$ 22.11	\$ 3,844.77

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Licensed Planner -6	\$ 1,584.22	\$ 39.61	\$ 6,888.54	\$ 1,615.91	\$ 40.40	\$ 7,026.31	\$ 1,648.23	\$ 41.21	\$ 7,166.84	\$ 1,681.19	\$ 42.03	\$ 7,310.18
Licensed Planner -5	\$ 1,557.97	\$ 38.95	\$ 6,774.38	\$ 1,589.13	\$ 39.73	\$ 6,909.87	\$ 1,620.91	\$ 40.52	\$ 7,048.07	\$ 1,653.33	\$ 41.33	\$ 7,189.03
Licensed Planner -4	\$ 1,524.92	\$ 38.12	\$ 6,630.68	\$ 1,555.42	\$ 38.89	\$ 6,763.29	\$ 1,586.53	\$ 39.66	\$ 6,898.56	\$ 1,618.26	\$ 40.46	\$ 7,036.53
Licensed Planner -3	\$ 1,418.78	\$ 35.47	\$ 6,169.16	\$ 1,447.15	\$ 36.18	\$ 6,292.54	\$ 1,476.10	\$ 36.90	\$ 6,418.39	\$ 1,505.62	\$ 37.64	\$ 6,546.76
Licensed Planner -2	\$ 1,312.63	\$ 32.82	\$ 5,707.59	\$ 1,338.88	\$ 33.47	\$ 5,821.74	\$ 1,365.66	\$ 34.14	\$ 5,938.17	\$ 1,392.97	\$ 34.82	\$ 6,056.94
Licensed Planner-1	\$ 1,206.47	\$ 30.16	\$ 5,245.97	\$ 1,230.60	\$ 30.76	\$ 5,350.89	\$ 1,255.21	\$ 31.38	\$ 5,457.91	\$ 1,280.31	\$ 32.01	\$ 5,567.07
Planner-10	\$ 1,396.55	\$ 34.91	\$ 6,072.51	\$ 1,424.48	\$ 35.61	\$ 6,193.96	\$ 1,452.97	\$ 36.32	\$ 6,317.84	\$ 1,482.03	\$ 37.05	\$ 6,444.20
Planner -9	\$ 1,347.90	\$ 33.70	\$ 5,860.96	\$ 1,374.86	\$ 34.37	\$ 5,978.17	\$ 1,402.35	\$ 35.06	\$ 6,097.74	\$ 1,430.40	\$ 35.76	\$ 6,219.69
Planner -8	\$ 1,229.05	\$ 30.73	\$ 5,344.17	\$ 1,253.63	\$ 31.34	\$ 5,451.05	\$ 1,278.70	\$ 31.97	\$ 5,560.07	\$ 1,304.28	\$ 32.61	\$ 5,671.27
Planner -7	\$ 1,207.20	\$ 30.18	\$ 5,249.17	\$ 1,231.34	\$ 30.78	\$ 5,354.15	\$ 1,255.97	\$ 31.40	\$ 5,461.23	\$ 1,281.09	\$ 32.03	\$ 5,570.46
Planner -6	\$ 1,163.93	\$ 29.10	\$ 5,061.03	\$ 1,187.21	\$ 29.68	\$ 5,162.25	\$ 1,210.96	\$ 30.27	\$ 5,265.49	\$ 1,235.17	\$ 30.88	\$ 5,370.80
Planner -5	\$ 1,110.21	\$ 27.76	\$ 4,827.43	\$ 1,132.41	\$ 28.31	\$ 4,923.97	\$ 1,155.06	\$ 28.88	\$ 5,022.45	\$ 1,178.16	\$ 29.45	\$ 5,122.90
Planner -4	\$ 1,053.12	\$ 26.33	\$ 4,579.19	\$ 1,074.18	\$ 26.85	\$ 4,670.77	\$ 1,095.67	\$ 27.39	\$ 4,764.19	\$ 1,117.58	\$ 27.94	\$ 4,859.47
Planner -3	\$ 996.05	\$ 24.90	\$ 4,331.04	\$ 1,015.97	\$ 25.40	\$ 4,417.66	\$ 1,036.29	\$ 25.91	\$ 4,506.01	\$ 1,057.02	\$ 26.43	\$ 4,596.13
Planner -2	\$ 938.96	\$ 23.47	\$ 4,082.80	\$ 957.74	\$ 23.94	\$ 4,164.46	\$ 976.90	\$ 24.42	\$ 4,247.75	\$ 996.43	\$ 24.91	\$ 4,332.70
Planner -1	\$ 881.40	\$ 22.04	\$ 3,832.53	\$ 899.03	\$ 22.48	\$ 3,909.18	\$ 917.01	\$ 22.93	\$ 3,987.36	\$ 935.35	\$ 23.38	\$ 4,067.11
Senior Technical Data Controller 6	\$ 1,128.28	\$ 28.21	\$ 4,906.02	\$ 1,150.85	\$ 28.77	\$ 5,004.14	\$ 1,173.87	\$ 29.35	\$ 5,104.22	\$ 1,197.34	\$ 29.93	\$ 5,206.30
Senior Technical Data Controller 5	\$ 1,099.74	\$ 27.49	\$ 4,781.92	\$ 1,121.74	\$ 28.04	\$ 4,877.56	\$ 1,144.17	\$ 28.60	\$ 4,975.11	\$ 1,167.06	\$ 29.18	\$ 5,074.61
Senior Technical Data Controller 4	\$ 1,070.72	\$ 26.77	\$ 4,655.74	\$ 1,092.14	\$ 27.30	\$ 4,748.85	\$ 1,113.98	\$ 27.85	\$ 4,843.83	\$ 1,136.26	\$ 28.41	\$ 4,940.71
Senior Technical Data Controller 3	\$ 1,042.19	\$ 26.05	\$ 4,531.64	\$ 1,063.03	\$ 26.58	\$ 4,622.28	\$ 1,084.29	\$ 27.11	\$ 4,714.72	\$ 1,105.98	\$ 27.65	\$ 4,809.02
Senior Technical Data Controller 2	\$ 1,013.17	\$ 25.33	\$ 4,405.46	\$ 1,033.43	\$ 25.84	\$ 4,493.57	\$ 1,054.10	\$ 26.35	\$ 4,583.44	\$ 1,075.18	\$ 26.88	\$ 4,675.11
Senior Technical Data Controller 1	\$ 984.64	\$ 24.62	\$ 4,281.41	\$ 1,004.33	\$ 25.11	\$ 4,367.04	\$ 1,024.42	\$ 25.61	\$ 4,454.38	\$ 1,044.90	\$ 26.12	\$ 4,543.47
ACM Communicator 3	\$ 1,021.75	\$ 25.54	\$ 4,442.81	\$ 1,042.19	\$ 26.05	\$ 4,531.66	\$ 1,063.03	\$ 26.58	\$ 4,622.30	\$ 1,084.29	\$ 27.11	\$ 4,714.74
ACM Communicator 2	\$ 993.31	\$ 24.83	\$ 4,319.11	\$ 1,013.17	\$ 25.33	\$ 4,405.49	\$ 1,033.44	\$ 25.84	\$ 4,493.60	\$ 1,054.10	\$ 26.35	\$ 4,583.47
ACM Communicator 1	\$ 965.33	\$ 24.13	\$ 4,197.45	\$ 984.63	\$ 24.62	\$ 4,281.40	\$ 1,004.33	\$ 25.11	\$ 4,367.03	\$ 1,024.41	\$ 25.61	\$ 4,454.37

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
<u>TECHNICAL SERVICES</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Technical Data Controller 6	\$ 961.32	\$ 24.03	\$ 4,180.02	\$ 980.55	\$ 24.51	\$ 4,263.62	\$ 1,000.16	\$ 25.00	\$ 4,348.90	\$ 1,020.16	\$ 25.50	\$ 4,435.87
Technical Data Controller 5	\$ 927.08	\$ 23.18	\$ 4,031.13	\$ 945.62	\$ 23.64	\$ 4,111.76	\$ 964.53	\$ 24.11	\$ 4,193.99	\$ 983.82	\$ 24.60	\$ 4,277.87
Technical Data Controller 4	\$ 892.82	\$ 22.32	\$ 3,882.16	\$ 910.67	\$ 22.77	\$ 3,959.80	\$ 928.89	\$ 23.22	\$ 4,039.00	\$ 947.46	\$ 23.69	\$ 4,119.78
Technical Data Controller 3	\$ 858.57	\$ 21.46	\$ 3,733.27	\$ 875.75	\$ 21.89	\$ 3,807.93	\$ 893.26	\$ 22.33	\$ 3,884.09	\$ 911.13	\$ 22.78	\$ 3,961.77
Technical Data Controller 2	\$ 824.33	\$ 20.61	\$ 3,584.38	\$ 840.82	\$ 21.02	\$ 3,656.07	\$ 857.64	\$ 21.44	\$ 3,729.19	\$ 874.79	\$ 21.87	\$ 3,803.77
Technical Data Controller 1	\$ 790.08	\$ 19.75	\$ 3,435.44	\$ 805.88	\$ 20.15	\$ 3,504.15	\$ 822.00	\$ 20.55	\$ 3,574.24	\$ 838.44	\$ 20.96	\$ 3,645.72
TDC Configuration Control 6	\$ 1,233.33	\$ 30.83	\$ 5,362.80	\$ 1,258.00	\$ 31.45	\$ 5,470.05	\$ 1,283.16	\$ 32.08	\$ 5,579.45	\$ 1,308.82	\$ 32.72	\$ 5,691.04
TDC Configuration Control 5	\$ 1,168.56	\$ 29.21	\$ 5,081.16	\$ 1,191.93	\$ 29.80	\$ 5,182.79	\$ 1,215.77	\$ 30.39	\$ 5,286.44	\$ 1,240.09	\$ 31.00	\$ 5,392.17
TDC Configuration Control 4	\$ 1,103.79	\$ 27.59	\$ 4,799.53	\$ 1,125.87	\$ 28.15	\$ 4,895.52	\$ 1,148.39	\$ 28.71	\$ 4,993.43	\$ 1,171.35	\$ 29.28	\$ 5,093.30
TDC Configuration Control 3	\$ 1,039.03	\$ 25.98	\$ 4,517.94	\$ 1,059.81	\$ 26.50	\$ 4,608.30	\$ 1,081.01	\$ 27.03	\$ 4,700.46	\$ 1,102.63	\$ 27.57	\$ 4,794.47
TDC Configuration Control 2	\$ 973.35	\$ 24.33	\$ 4,232.31	\$ 992.81	\$ 24.82	\$ 4,316.96	\$ 1,012.67	\$ 25.32	\$ 4,403.30	\$ 1,032.92	\$ 25.82	\$ 4,491.36
TDC Configuration Control 1	\$ 909.03	\$ 22.73	\$ 3,952.68	\$ 927.21	\$ 23.18	\$ 4,031.73	\$ 945.76	\$ 23.64	\$ 4,112.36	\$ 964.67	\$ 24.12	\$ 4,194.61
Licensed Technical Writer -6	\$ 1,584.22	\$ 39.61	\$ 6,888.54	\$ 1,615.91	\$ 40.40	\$ 7,026.31	\$ 1,648.23	\$ 41.21	\$ 7,166.84	\$ 1,681.19	\$ 42.03	\$ 7,310.18
Licensed Technical Writer -5	\$ 1,557.97	\$ 38.95	\$ 6,774.38	\$ 1,589.13	\$ 39.73	\$ 6,909.87	\$ 1,620.91	\$ 40.52	\$ 7,048.07	\$ 1,653.33	\$ 41.33	\$ 7,189.03
Licensed Technical Writer- 4	\$ 1,524.92	\$ 38.12	\$ 6,630.68	\$ 1,555.42	\$ 38.89	\$ 6,763.29	\$ 1,586.53	\$ 39.66	\$ 6,898.56	\$ 1,618.26	\$ 40.46	\$ 7,036.53
Licensed Technical Writer- 3	\$ 1,418.78	\$ 35.47	\$ 6,169.16	\$ 1,447.15	\$ 36.18	\$ 6,292.54	\$ 1,476.10	\$ 36.90	\$ 6,418.39	\$ 1,505.62	\$ 37.64	\$ 6,546.76
Licensed Technical Writer -2	\$ 1,312.63	\$ 32.82	\$ 5,707.59	\$ 1,338.88	\$ 33.47	\$ 5,821.74	\$ 1,365.66	\$ 34.14	\$ 5,938.17	\$ 1,392.97	\$ 34.82	\$ 6,056.94
Licensed Technical Writer -1	\$ 1,206.47	\$ 30.16	\$ 5,245.97	\$ 1,230.60	\$ 30.76	\$ 5,350.89	\$ 1,255.21	\$ 31.38	\$ 5,457.91	\$ 1,280.31	\$ 32.01	\$ 5,567.07
Technical Writer (Aeronautics) -6	\$ 1,396.55	\$ 34.91	\$ 6,072.51	\$ 1,424.48	\$ 35.61	\$ 6,193.96	\$ 1,452.97	\$ 36.32	\$ 6,317.84	\$ 1,482.03	\$ 37.05	\$ 6,444.20
Technical Writer (Aeronautics) -5	\$ 1,373.25	\$ 34.33	\$ 5,971.17	\$ 1,400.71	\$ 35.02	\$ 6,090.59	\$ 1,428.73	\$ 35.72	\$ 6,212.40	\$ 1,457.30	\$ 36.43	\$ 6,336.65
Technical Writer (Aeronautics) -4	\$ 1,347.90	\$ 33.70	\$ 5,860.96	\$ 1,374.86	\$ 34.37	\$ 5,978.17	\$ 1,402.35	\$ 35.06	\$ 6,097.74	\$ 1,430.40	\$ 35.76	\$ 6,219.69
Technical Writer (Aeronautics) -3	\$ 1,229.05	\$ 30.73	\$ 5,344.17	\$ 1,253.63	\$ 31.34	\$ 5,451.05	\$ 1,278.70	\$ 31.97	\$ 5,560.07	\$ 1,304.28	\$ 32.61	\$ 5,671.27
Technical Writer (Aeronautics) -2	\$ 1,207.20	\$ 30.18	\$ 5,249.17	\$ 1,231.34	\$ 30.78	\$ 5,354.15	\$ 1,255.97	\$ 31.40	\$ 5,461.23	\$ 1,281.09	\$ 32.03	\$ 5,570.46
Technical Writer (Aeronautics) -1	\$ 1,163.93	\$ 29.10	\$ 5,061.03	\$ 1,187.21	\$ 29.68	\$ 5,162.25	\$ 1,210.96	\$ 30.27	\$ 5,265.49	\$ 1,235.17	\$ 30.88	\$ 5,370.80

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Technical Writer - Control Manual 6	\$ 1,272.05	\$ 31.80	\$ 5,531.16	\$ 1,297.49	\$ 32.44	\$ 5,641.78	\$ 1,323.44	\$ 33.09	\$ 5,754.61	\$ 1,349.91	\$ 33.75	\$ 5,869.71
Technical Writer - Control Manual 5	\$ 1,225.79	\$ 30.64	\$ 5,329.98	\$ 1,250.30	\$ 31.26	\$ 5,436.58	\$ 1,275.31	\$ 31.88	\$ 5,545.31	\$ 1,300.81	\$ 32.52	\$ 5,656.21
Technical Writer - Control Manual 4	\$ 1,179.53	\$ 29.49	\$ 5,128.84	\$ 1,203.12	\$ 30.08	\$ 5,231.42	\$ 1,227.18	\$ 30.68	\$ 5,336.05	\$ 1,251.72	\$ 31.29	\$ 5,442.77
Technical Writer - Control Manual 3	\$ 1,133.27	\$ 28.33	\$ 4,927.71	\$ 1,155.94	\$ 28.90	\$ 5,026.26	\$ 1,179.06	\$ 29.48	\$ 5,126.78	\$ 1,202.64	\$ 30.07	\$ 5,229.32
Technical Writer - Control Manual 2	\$ 1,063.89	\$ 26.60	\$ 4,626.02	\$ 1,085.17	\$ 27.13	\$ 4,718.54	\$ 1,106.87	\$ 27.67	\$ 4,812.92	\$ 1,129.01	\$ 28.23	\$ 4,909.17
Technical Writer - Control Manual 1	\$ 994.51	\$ 24.86	\$ 4,324.34	\$ 1,014.40	\$ 25.36	\$ 4,410.83	\$ 1,034.69	\$ 25.87	\$ 4,499.05	\$ 1,055.38	\$ 26.38	\$ 4,589.03
Technical Instructors GSE - 6	\$ 1,369.18	\$ 34.23	\$ 5,953.47	\$ 1,396.56	\$ 34.91	\$ 6,072.54	\$ 1,424.49	\$ 35.61	\$ 6,193.99	\$ 1,452.98	\$ 36.32	\$ 6,317.87
Technical Instructors GSE- 5	\$ 1,346.32	\$ 33.66	\$ 5,854.08	\$ 1,373.24	\$ 34.33	\$ 5,971.16	\$ 1,400.71	\$ 35.02	\$ 6,090.59	\$ 1,428.72	\$ 35.72	\$ 6,212.40
Technical Instructors GSE- 4	\$ 1,321.47	\$ 33.04	\$ 5,746.04	\$ 1,347.90	\$ 33.70	\$ 5,860.96	\$ 1,374.86	\$ 34.37	\$ 5,978.18	\$ 1,402.36	\$ 35.06	\$ 6,097.74
Technical Instructors GSE- 3	\$ 1,204.95	\$ 30.12	\$ 5,239.37	\$ 1,229.05	\$ 30.73	\$ 5,344.15	\$ 1,253.63	\$ 31.34	\$ 5,451.04	\$ 1,278.70	\$ 31.97	\$ 5,560.06
Technical Instructors GSE- 2	\$ 1,183.54	\$ 29.59	\$ 5,146.27	\$ 1,207.21	\$ 30.18	\$ 5,249.20	\$ 1,231.35	\$ 30.78	\$ 5,354.18	\$ 1,255.98	\$ 31.40	\$ 5,461.26
Technical Instructors GSE- 1	\$ 1,141.11	\$ 28.53	\$ 4,961.81	\$ 1,163.94	\$ 29.10	\$ 5,061.05	\$ 1,187.22	\$ 29.68	\$ 5,162.27	\$ 1,210.96	\$ 30.27	\$ 5,265.51
Business Analyst - Technical Services 4	\$ 1,399.27	\$ 34.98	\$ 6,084.31	\$ 1,427.25	\$ 35.68	\$ 6,206.00	\$ 1,455.80	\$ 36.39	\$ 6,330.12	\$ 1,484.91	\$ 37.12	\$ 6,456.72
Business Analyst - Technical Services 3	\$ 1,322.17	\$ 33.05	\$ 5,749.06	\$ 1,348.61	\$ 33.72	\$ 5,864.05	\$ 1,375.58	\$ 34.39	\$ 5,981.33	\$ 1,403.09	\$ 35.08	\$ 6,100.95
Business Analyst - Technical Services 2	\$ 1,245.07	\$ 31.13	\$ 5,413.82	\$ 1,269.97	\$ 31.75	\$ 5,522.09	\$ 1,295.37	\$ 32.38	\$ 5,632.53	\$ 1,321.27	\$ 33.03	\$ 5,745.18
Business Analyst - Technical Services 1	\$ 1,167.97	\$ 29.20	\$ 5,078.57	\$ 1,191.33	\$ 29.78	\$ 5,180.14	\$ 1,215.15	\$ 30.38	\$ 5,283.74	\$ 1,239.46	\$ 30.99	\$ 5,389.42
System Support Analyst 4	\$ 1,144.84	\$ 28.62	\$ 4,978.00	\$ 1,167.73	\$ 29.19	\$ 5,077.56	\$ 1,191.09	\$ 29.78	\$ 5,179.11	\$ 1,214.91	\$ 30.37	\$ 5,282.69
System Support Analyst 3	\$ 1,079.34	\$ 26.98	\$ 4,693.22	\$ 1,100.93	\$ 27.52	\$ 4,787.08	\$ 1,122.95	\$ 28.07	\$ 4,882.82	\$ 1,145.41	\$ 28.64	\$ 4,980.48
System Support Analyst 2	\$ 1,013.85	\$ 25.35	\$ 4,408.43	\$ 1,034.13	\$ 25.85	\$ 4,496.60	\$ 1,054.81	\$ 26.37	\$ 4,586.54	\$ 1,075.91	\$ 26.90	\$ 4,678.27
System Support Analyst 1	\$ 948.35	\$ 23.71	\$ 4,123.61	\$ 967.31	\$ 24.18	\$ 4,206.08	\$ 986.66	\$ 24.67	\$ 4,290.20	\$ 1,006.39	\$ 25.16	\$ 4,376.01

5.06.01 Midnight Shift -
 \$2.00 per hour premium for all hours worked between 23:00 and 07:00.

Note: Applicable lump sums and wage uplifts will be paid out as of the first full pay period in April of each year.

ARTICLE 6 – SCOPE OF AGREEMENT – AIRPORT & CARGO OPERATIONS

6.01 Seniority Divisions

The Seniority Divisions into which the Airport & Cargo Operations Business Unit is divided are as follows:

EASTERN – Ottawa and stations east, including Rouyn and Val d'Or.

CENTRAL – Stations between Thunder Bay and Ottawa.

WESTERN – Thunder Bay and stations west.

6.02 Categories

All personnel within Airport & Cargo Operations in classifications enumerated in Article 6.03, are in the Airport & Cargo Operations work category and are covered by this Agreement.

Nothing in this Agreement shall prevent the Company from requiring employees to work in another category/classification temporarily, provided that the employee in question is competent to perform the temporary duties required.

6.02.01 Airport & Cargo Operations

Comprising those employees engaged in ramp, load service, cargo, cabin servicing and cleaning, telecommunications (operations of Company air/ground telecommunications) functions, the operation of associated equipment, dispatch of flights and general airport, cargo and baggage operations duties as required.

6.02.02 Baggage Claims

Comprising those employees engaged in the processing of claims made against the Company as a result of delayed, lost, missing, or damaged baggage.

6.03 Classifications

The following are the employee classifications of the Airport & Cargo Operations Business Unit in the category enumerated in Article 6.02 covered by this Agreement. All classifications may be called upon from time to time to perform other non-mechanical duties.

NOTE: See Publication 160, Chapter 10, re Promotion to, Transfer and Bumping in the Customer Service Agent – Weight & Balance classification.
The Company will not replace a classification within the Agreement by a management classification.

6.03.01 **Airport & Cargo Operations**

6.03.01.01 **Lead Cargo Rating Unit Specialist**

Is employed by the Company as a working member of a group, to select and apply rates and routings to optimize returns with minimal effect on customer service; identify new traffic patterns, trends and make recommendations regarding changes in routes, cargo, rates, interline agreements, etc.; have a good working knowledge of Cargo Accounting procedures, tariffs, publications/references and authorities and be able to perform all ACLYNX transactions. In addition, provide technical support to Cargo Information Technology applications. As a working member of the group, have the ability to satisfactorily direct the work of others.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred by a Committee designated by the Union and in addition, must be able to satisfactorily pass Lead C.R.U. Specialist training requirements

6.03.01.01.01 **Cargo Rating Unit Specialist**

Is employed by the Company as a working member of a group, to select and apply rates and routings to optimize returns with minimal effect on customer service; identify new traffic patterns, trends and make recommendations regarding changes in routes, cargo, rates, interline agreements, etc.; have a good working knowledge of Cargo Accounting procedures, tariffs, publications/references and authorities and be able to perform all ACLYNX transactions. In addition, provide technical support to Cargo Information Technology applications.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred by a Committee designated by the Union and in addition, must be able to satisfactorily pass C.R.U. Specialist training requirements

In order to be selected to fill C.R.U. Specialist vacancies, applicants must have the following qualifications.

- a) Bilingual (French and English) as dictated by work load and shift coverage
- b) Must satisfactorily pass the C.R.U. Specialist Training Course, including four (4) weeks practical “hands on” probationary period.
- c) Must meet as a minimum the requirements of Article 6.04.02.

6.03.01.02 **Lead Customer Service Agent – Airports**

Is employed by the Company to perform ramp and cargo duties, communications and other general operational duties, as required, to handle

Sales functions as required, and as a working member of the group, have the ability to satisfactorily direct the work of others.

Minimum Qualifications: Must possess the qualifications of a Customer Service Agent – Airports. Must have passed appropriate qualifying examinations, a structured interview, and must be able to satisfactorily pass Lead Customer Service Agents – Airports training requirements, established by the Company and concurred in by a Committee designated by the Union.

6.03.01.03 **Customer Service Agent – Airports (YFC only)**

Is employed by the Company to perform ramp, baggage and cargo duties, communications and other general operational duties as required and also, to handle passenger/customer service functions as required.

Minimum Qualifications: Must possess the qualifications of a Customer Service Agent and in addition, must be able to satisfactorily pass Customer Service Agent – Airports training requirements.

6.03.01.04 **Lead Customer Service Agent – Weight & Balance**

Is employed by the Company to perform ramp, baggage, cargo and load service duties), communications and other general operational duties, as required, and as a working member of the group, have the ability to satisfactorily direct the work of others.

Minimum Qualifications: Must have passed appropriate examinations and must be able to satisfactory pass Customer Service Agent – Weight & Balance training requirements, established by the Company and concurred in by a Committee designated by the Union.

6.03.01.05 **Customer Service Agent – Weight & Balance**

Is employed by the Company to perform ramp, baggage, cargo and load service duties communications and other general operational duties as required.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred in by a Committee designated by the Union, be in possession of the required Certificate of Proficiency in Radio and possess a current Air Canada “Load Dispatch Certificate” endorsed for the type of aircraft upon which he can normally be expected to be employed.

6.03.01.06 **Lead Customer Service Agent – Cargo**

Is employed by the Company to perform cargo duties, communications and other general operational duties, as required. As a working member of the group, have the ability to satisfactorily direct the work of others. Must possess a current dangerous goods certificate as required.

Minimum Qualifications: Must possess the qualifications of a Customer Service Agent. Must possess cargo product knowledge, a working knowledge of cargo systems (e.g., ACLYNX, cargo acceptance, shipping procedures, cargo check-in and delivery procedures), as well as related cargo documentation processes. Must have passed appropriate qualifying examinations, a structured interview, and must be able to satisfactorily pass Lead Customer Service Agent – Cargo training requirements, established by the Company and concurred in by a Committee designated by the Union.

6.03.01.07 **Lead Customer Service Agent – Baggage**

Is employed by the Company to perform ramp and baggage duties, and communications and other general operational duties, as required. As a working member of the group, have the ability to satisfactorily direct the work of others.

Minimum Qualifications: Must possess the qualifications of a Customer Service Agent. Must possess baggage handling knowledge, a working knowledge of baggage systems (e.g., WORLD TRACER, ACLYNX, etc.), interline processes, baggage tracing, baggage records and documents, lost and found, baggage and cargo claim procedures, mishandled, delayed or damaged baggage, interim expense policies/procedures. Must have passed appropriate qualifying examinations, a structured interview, and must be able to satisfactorily pass Lead Customer Service Agent – Baggage training requirements, established by the Company and concurred in by a Committee designated by the Union.

6.03.01.08 **Lead Customer Service Agent**

Is employed by the Company to perform ramp, baggage and cargo duties, communications and other general operational duties, as required. As a working member of the group, have the ability to satisfactorily direct the work of others.

Minimum Qualifications: Must possess the qualifications of a Customer Service Agent. Must possess cargo product knowledge, a working knowledge of cargo systems (e.g., ACLYNX, Cargo Acceptance, Shipping Procedures, Cargo Check-in and Delivery Procedures), as well as related cargo documentation processes. Must possess baggage handling knowledge, a working knowledge of baggage systems (e.g., WORLD TRACER, ACLYNX, etc.), interline processes, baggage tracing, baggage records and documents,

lost and found, baggage and cargo claim procedures, mishandled, delayed or damaged baggage, interim expense policies/procedures. Must have passed appropriate qualifying examinations, a structured interview, and must be able to satisfactorily pass Lead Customer Service Agent training requirements, established by the Company and concurred in by a Committee designated by the Union.

6.03.01.09 **Customer Service Agent**

Is employed by the Company to perform ramp, baggage and cargo duties, communications and other general operational duties as required. These duties could include the dispensing of baggage to passengers, WORLD TRACER transactions, perform baggage tracing, prepare records and documents, deal with passenger complaints re lost, mishandled, delayed or damaged baggage and authorize expenditures within limits, perform lost and found functions and cargo services, determine cargo rates and routings, cargo acceptance (including dangerous goods), shipping procedures, cargo check-in and delivery, Cargo Call Center, ACLYNX transactions, prepare records and perform other duties associated with cargo traffic.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred in by a Committee designated by the Union, be in possession of the necessary Certificate of Proficiency in Radio, as required, and in addition, must be able to satisfactorily pass baggage and cargo training requirements.

6.03.01.09.01 **Qualifications**

In order to be selected to fill Customer Service Agent vacancies, Lead Station Attendants, Station Attendants, Lead Cabin Servicing and Cleaning Attendants and Cabin Servicing and Cleaning Attendants must have the following qualifications.

- a) Must pass basic and general knowledge examinations established by the Company and concurred in by a Committee designated by the Union.
- b) Must have pleasant personality, ability to deal with the public using tact and good judgment, general good grooming. Assessment of these qualifications will be at the discretion of the Company.
- c) Bilingual (French and English) as required.
- d)
 - i) Must satisfactorily pass baggage and cargo training courses.
 - ii) Applicants for permanent Customer Service Agent positions must have qualified themselves to bid on such positions by passing the basic and general knowledge examinations established by the Company and concurred in by a Committee designated by the Union

6.03.01.10 **Lead Station Attendant**

Must possess the qualifications of a Station Attendant and as a working member of a group, must have the ability to satisfactorily direct the work of others.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred in by a Committee designated by the Union and in addition, must be able to satisfactorily pass Lead Station Attendant training requirements.

6.03.01.11 **Station Attendant**

Is employed by the Company to perform the handling of ramp service, that would include duties such as assisting Baggage agents in the loading/unloading of baggage, cargo and cabin functions, the preparation of cabin and commissary equipment records and cargo handling forms such as cargo check sheets, mail transfer bills and lot labels; also to perform Cargo Warehouse functions and associated duties.

6.03.01.12 **Lead Cabin Servicing & Cleaning Attendant**

Must possess the qualifications of a Cabin Servicing and Cleaning Attendant and as a working member of the group, must have the ability to satisfactorily direct the work of others. Employees who have been trained on the positioning of airstairs and the hook up of GPU units will be expected to perform these duties as a part of their job responsibilities.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred by a Committee designated by the Union and in addition, must be able to satisfactorily pass Lead Cabin Servicing & Cleaning Attendant training requirements.

6.03.01.13 **Cabin Servicing & Cleaning Attendant**

Comprises all those who perform cabin servicing and interior aircraft cleaning; including equipping the aircraft cabin for flight according to specifications with equipment and cabin services supplies; cleaning interior of aircraft; stocking of vehicles used in the grooming function; stocking and cleaning of the cabin service "make-up" rooms and area; stocking and maintaining cabin services kits and other associated duties.

6.03.01.14 **Cargo Communications Operator**

Is employed by the Company to process routine cargo service information involving the input and retrieval of such data through utilization of standard office and communications equipment (excluding rate and routing decisions

and customer contact). May also be required to perform routine clerical functions such as filing, typing, manual revisions.

Where volumes dictate the use of specialists, this classification will perform such functions as:

- Operating office and communication equipment;
- Entering and retrieving various information such as:
 - Flight numbers
 - ULD control numbers
 - Air waybills
 - Progressive load assembly forms
 - Manifests
- Processing all routine information and forms not involving rates and routing decisions;
- Perform such clerical functions as filing, typing, teletypes, prepare manifests and other documents, maintain and update manuals, etc.

6.03.01.15 **Station Attendant – Part-Time**

Is employed by the Company, on a part-time basis, to perform the handling of ramp service that would include duties such as assisting Baggage agents in the loading/unloading of baggage, cargo and cabin functions, the preparation of cabin and commissary equipment records and cargo handling forms such as cargo check sheets, mail transfer bills and lot labels; also to perform Cargo Warehouse functions and associated duties.

6.03.01.16 **Central Baggage Performance Agent**

Is employed by the Company to analyse performance information for solutions to performance problems and provide airports with direction/ support for performance improvement, to produce and distribute statistical reports related to baggage performance, to review WorldTracer files using the Baggage MI and appropriate RESIII/OPS transactions for proper file categorization and adherence to established procedures, to amend improper categorization, to follow-up with specific agents and/or airport management to review problems and take corrective measures, to participate in the ongoing development/maintenance of the Baggage MI systems, to bring issues related to WorldTracer functionally to the attention of the WorldTracer Coordinator, to provide job specific/ departmental training/guidance as requested, to prepare records, examine trends and perform other Central Baggage Tracing office duties as required.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred in by a Committee designated by

the Union and in addition, must meet the following specific requirements:

- a) Must possess abilities such as:
PC skills (e.g., Excel, Word, Databases)
Knowledge of the technical environment including WorldTracer
Analytical abilities
Ability to communicate effectively verbally and in writing
- b) Must have pleasant personality, ability to deal with the public using tact and good judgment, general good grooming.
- c) Bilingual (French and English) Level 3.
- d) Must satisfactorily pass the appropriate training course.
- e) Must satisfactorily pass a structured interview in accordance with Letter of Understanding No. 29.
- f) Ability to travel as required.

6.03.01.17 **Central Baggage Tracing Agent**

Is employed by the Company to ensure that the WorldTracer Management/Tracing systems are used properly and to the fullest potential for each baggage claim, lost Article report, bag or found Article sent to Central Tracing, to process all Baggage Claim Declarations (for lost and/or pilfered baggage) and provide all related support to Baggage Claims offices including providing information about tracing results, claim status and the outcome of searches for evidence of fraudulent claims, to process mishandled/unclaimed baggage received at Central Tracing by processing all related data via the WorldTracer Baggage Management/ Tracing Systems including the physical inventory of baggage content, to handle dangerous goods as required, to use systems such as Historical PNR/Aeroplan Chip in attempts to find contact information related to owner of bags or found Articles, to make inquiries by telephone, internet and mail to locations throughout the world in attempts to find rightful owner of bags or found Articles, to make arrangements for the expediting and delivery of baggage or found Articles throughout Air Canada's and other airlines systems, to liaise with and provide support to the airport tracing offices of both Air Canada and other airlines, to assist in the compiling of statistical baggage information and other studies as required, to provide job specific/departmental training/guidance as requested, to perform various activities such as preparing all unclaimed baggage or found Articles for charities and/or sale, to prepare records and perform communication and other general Central Baggage Office duties, as required.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred in by a Committee designated by the Union and in addition, must meet the following specific requirements:

- a) Must possess abilities such as:
PC skills (e.g., Excel, Word, Databases)
Knowledge of the technical environment including WorldTracer
Analytical abilities

- b) Ability to communicate effectively verbally and in writing
Must have pleasant personality, ability to deal with the public using tact and good judgment, general good grooming.
- c) Bilingual (French and English) Level 3.
- d) Must satisfactorily pass the appropriate training course.
- e) Must satisfactorily pass a structured interview in accordance with Letter of Understanding No. 29.
- f) Be able to meet the physical requirements of lifting, moving, storing, shipping, etc. of baggage and other Articles.

6.03.01.18 **Customer Service Agent – Part-Time**

Is employed by the Company to perform ramp, baggage and cargo duties, communications and other general operational duties as required. These duties could include the dispensing of baggage to passengers, WORLD TRACER transactions, perform baggage tracing, prepare records and documents, deal with passenger complaints re lost, mishandled, delayed or damaged baggage and authorize expenditures within limits, perform lost and found functions and cargo services, determine cargo rates and routings, cargo acceptance (including dangerous goods), shipping procedures, cargo check-in and delivery, ACLYNX transactions, prepare records and perform other duties associated with cargo traffic.

NOTE 1: At the Fredericton Airport, employees must also handle passenger/customer service functions as required.

NOTE 2: Unassigned

NOTE 3: New employees or employees bidding on a CSA part-time Vacancy Notice must remain in the applicable work formation for a minimum of two (2) years from the reporting date.

NOTE 4: As a one time exercise, employees in the CSA part-time classification as of November 1, 2011 who do not have a basic Station Attendant seniority date shall establish November 1, 2011 as their basic Station Attendant seniority date.

NOTE 5: Employees hired directly into CSA part-time after November 1, 2011 will establish basic Station Attendant seniority from their date of hire.

Minimum Qualifications: Must have passed appropriate examinations established by the Company and concurred by a Committee designated by the Union, be in possession of the necessary Certificate of Proficiency in Radio, as required, and in addition, must be able to satisfactorily pass baggage and cargo training requirements.

6.03.01.18.01 **Qualifications**

In order to be selected to fill Customer Service Agent – Part-Time vacancies, employees must have the following qualifications.

- a) Must pass basic and general knowledge examinations established by the Company and concurred in by a Committee designated by the Union.
- b) Must have pleasant personality, ability to deal with the public using tact and good judgement, general good grooming. Assessment of these qualifications will be at the discretion of the Company.
- c) Bilingual (French and English) as required.
- d)
 - i) Must satisfactorily pass baggage and cargo training courses.
 - ii) Applicants for Customer Service Agent Part-Time positions must have qualified themselves for such positions by passing the basic and general knowledge examinations (LOU 29).

6.03.01.19 **Cabin Servicing & Cleaning Attendant – Part-Time**

Comprises all those who perform cabin servicing and interior aircraft cleaning; including equipping the aircraft cabin for flight according to specifications with equipment and cabin services supplies; cleaning interior of aircraft; stocking of vehicles used in the grooming function; stocking and cleaning of the cabin “make-up” rooms and area; stocking and maintaining cabin services kits and other associated duties.

6.03.01.20 **Airport/Cargo Trainer Level 1**

Is employed by the Company to perform the delivery of training as it relates to ramp operations and cargo handling. Must be knowledgeable for the subject matter to be taught, have the minimum qualifications and experience as prescribed by the Company and have the ability to instruct and deliver Airport and/or Cargo Operations basic training using various methods and strategies. In addition act as subject matter experts in the development of courseware in compliance with Company and applicable regulatory standards.

Airport/Cargo Trainer Level 2

Is employed by the Company to perform the delivery of training as it relates to Customer Service Agents functions within Airports and Cargo Operations. Must be knowledgeable for the subject matter to be taught, have the minimum qualifications and experience as prescribed by the Company and have the ability to instruct and deliver Airport and/or Cargo Customer Service functions training using various methods and strategies. In addition act as subject matter experts in the development of courseware in compliance with Company and the applicable regulatory standards.

Personnel in this classification will be expected to perform Level 1 training.

Minimum Qualifications:

Must have passed appropriate examination established by the Company and concurred by a Committee designated by the Union.

In order to be selected to fill Airport / Cargo Trainer II Airport vacancies, applicants must have the following qualifications.

- a) Bilingual (French and English) as dictated by work load and shift coverage.
- b) Must have twelve (12) months Airport Customer Service Agent work experience.

6.03.01.21 Gate Planner

Is employed by the Company, at stations where there is a full-time requirement, for the daily assignment of aircraft to gates, as dictated by the requirements of the service. The employees are expected to liaise with various departments/areas of the Company and the local airport authority as required. Personnel in this classification will also be expected to assign tow crews and coordinate activities related to gating, as required by the Company.

6.03.01.22 Baggage Claims Coordinator

Is employed by the Company to provide general office and administrative tasks as it pertains to baggage claims and baggage tracing, and to provide support by maintaining various types of reports, files and data systems.

6.03.01.23 Baggage Claims Representative

Is employed by the Company to deal with all aspects of a baggage claim and liaise with internal and external agencies as required. In addition, represent the Company in any court or legal proceedings and have the ability to satisfactorily direct the work of others.

6.03.01.24 Cabin Servicing and Cleaning Attendant (CSCA) Trainer

Is employed by the Company to perform the delivery of training as it relates to Cabin Environment Quality operations. Must be knowledgeable for the subject matter to be taught, have the minimum qualifications and experience as prescribed by the Company and have the ability to instruct and deliver Cabin Environment Quality Operations basic training using various methods and strategies. In addition, act as subject matter experts in the development of courseware in compliance with Company and applicable regulatory standards.

6.03.02 **Part-Time Employment – Station Attendant**

6.03.02.01 The Company will continue to staff its operations with "full-time" employees whenever a reasonable degree of employee utilization can be achieved. It is recognized that the use of part-time employment may be utilized due to varying workloads and operational requirements.

6.03.02.02 The number of part-time Station Attendants will not exceed twenty-five percent (25%) of the total number of permanent employees in the classifications of Lead Station Attendant and full-time Station Attendant at the point, as of September 25th of each year. The September 25th calculation shall be used for the application and adjustment of the part-time cap (25%) at the first shift schedule change of the next year.

In Saskatoon, Regina and St. John's the total number of part-time Station Attendants shall not exceed thirty-five percent (35%).

In addition, at Whitehorse, Thunder Bay, Quebec City, Fredericton, Saint John, Moncton and Charlottetown, the total number of part-time Station Attendants shall not exceed fifty percent (50%) of the total number of employees in the classification of Station Attendant. The Company shall advise District Lodge 140 by October 15th each year, of the number of Lead Station Attendants and full time Station Attendants and the allowable number of part-time Station Attendants for each point.

NOTE 1: Up to five (5) part-time Station Attendants may be employed at any one point regardless of the ratio.

NOTE 2: A part-time Station Attendant interested in a temporary or permanent Full time position must apply through HR Connex (e-vacancy tool), **employees who do not submit a request will not be considered for the vacancy.**

NOTE 3: Employees who remain in permanent full time positions at Whitehorse, Thunder Bay, Quebec City, Fredericton, Saint John, Moncton, and Charlottetown, will be scheduled with a maximum of one split with a minimum of three hours between splits. The Company further commits to a minimum of 3 hours worked unless extenuating circumstances dictate otherwise.

6.03.02.03 Part-time employees will establish a seniority date applicable to full-time or part-time status as a Station Attendant. Seniority provisions for part-time Station Attendants are applicable at the point only, unless as indicated otherwise.

6.03.02.04 Rates of pay, as enumerated in Article 7, are on an hourly basis up to a maximum of the Station Attendant 6 rate of pay.

Scheduled advancement in pay for part-time Station Attendants will occur following completion of twenty-four (24) months of service or 2080 hours of work, whichever occurs first, in the classification for all levels of the salary scale.

- 6.03.02.05 With the exception of training, part-time Station Attendants may be scheduled to work up to thirty-two (32) hours per week, and up to eight (8) hours per day.

In situations where additional flexibility is required, the Company and the Union may discuss and agree on site specific terms and conditions and/or alternatives to meet the need.

- 6.03.02.06 Overtime credits will apply when total hours worked exceeds forty (40) hours within seven (7) calendar days commencing Sunday or when hours worked exceed eight (8) hours in any twenty-four (24) hour period.

- 6.03.02.07 In the application of Article 10.02.07.01, overtime will be offered to full-time Station Attendants prior to offering overtime to part-time Station Attendants.

- 6.03.02.08 Unassigned

- 6.03.02.09 Part-time Station Attendants will be eligible to perform acting/relief assignments in the classifications of Lead Station Attendant, Lead Cabin Servicing & Cleaning Attendant and Customer Service Agent.

- 6.03.02.10 Probation for part-time Station Attendants will consist of a period of twenty-six (26) weeks.

- 6.03.02.11 Statutory Holidays for part-time Station Attendants:

Article 12.01 The credit will be six (6) hours at straight time.

Article 12.02 The credit will be six (6) hours at straight time.

Article 12.03.01 The credit will be four (4) hours at straight time in lieu of the holiday(s).

- 6.03.02.12 Vacation application will be determined on a local basis in accordance with Articles 13.04 and 13.06.

Article 13.02 – The credit for part-time Station Attendants will be four (4) hours at straight time.

- 6.03.02.13 Part-time Station Attendants will have the ability to transfer to another point in order to secure a permanent full-time Station Attendant position.

Part-time Station Attendants will have the ability, should they have the qualification, to transfer into the part-time Customer Service Agent classification at the point. They will be required to stay in their new

classification for a minimum of one (1) year from date of transfer. They shall continue to accrue seniority in their part-time Station Attendant classification while in the part-time Customer Service Agent position.

- 6.03.02.14 Full Time Station Attendants with a seniority date prior to January 1, 1999 will not be laid-off or placed on laid-off status at the point while part-time Station Attendants are actively employed at the point.

Full-time Station Attendants with a seniority date subsequent to January 1, 1999 may be laid-off at the point, while part-time employees are actively employed. Such employees may bump/displace the most junior part-time Station Attendant at the point. These employees will assume the status of part-time Station Attendant and will not exceed the maximum part-time wage rate.

Full-time Station Attendants pre and post 1990 may elect to bump in accordance with Article 16.15 and subject to Article 16.10.01 in the division/system, in accordance with their seniority to retain full-time status.

The "bumping" process will be conducted on a step-by-step basis in accordance with information received in terms of employee preference. Employees will only be notified of the outcome in terms of their individual status once the exercise is complete and final.

Part-time Station Attendants, when laid-off, may not "bump"/displace other more junior full-time Station Attendants at the point.

- 6.03.02.15 The application of Article 20.10, Severance Pay, will not apply to part-time Station Attendants.

- 6.03.02.16 In the application of Letter of Understanding No. 1, the following exceptions apply to part-time Station Attendants.

NOTE: Should a part time employee establish full-time benefits as a result of obtaining permanent full time status and subsequently voluntarily reverts to part time status their benefits will also revert to part time entitlements. However, a full-time employee laid-off and electing to displace a junior employee in the part-time classification shall retain their full-time benefits for a period of twelve (12) months.

**The note above is not applicable to Part-time employees currently receiving Full-time benefits prior to February 1, 2016.*

Group Life Insurance

The level of coverage will be two and one-half (2 1/2) times the basic annual earnings up to a maximum of Twenty Five Thousand Dollars (\$25,000.00).

Group Disability Income Plan

Not available to part-time Station Attendants.

Supplementary Health Insurance

The Company will pay the full cost of Plan II. The maximum aggregate under the Supplementary Health Plan will be Ten Thousand Dollars (\$10,000.00).

Group Dental Insurance

Not available to part-time Station Attendants hired prior to *February 1, 2016*.

6.03.02.17 The process for employee change of status from a part-time Station Attendant to a temporary or permanent full-time Station Attendant will be as follows:

- a) Part-time employees interested in temporary or permanent full time Station Attendant positions must apply on line via HR Connex. Go to eHR Kiosk / IMAW eVacancy.
- b) Unassigned
- c) Unassigned
- d) Unassigned
- e) Unassigned
- f) Changes of status to temporary full-time or from temporary full-time, will result in proration of vacation pay for vacation periods affected by any such changes, based on the employment status in which the vacation was earned. Examples are in Letter of Understanding No. 24.

NOTE: If any portion of a month is worked in full-time status, that month shall be credited as a full-time month.

- g) Part-time Station Attendant rates of pay, as indicated in Article 6.03.02.04, are applicable to temporary full-time Station Attendant assignments.
- h) Scheduled advancement in pay will be applied on a week for week basis when a part-time Station Attendant's status is changed to temporary full-time Station Attendant.
- i) If an assignment to temporary full-time Station Attendant exceeds twenty-six (26) weeks, the employee's status shall be changed to permanent full-time Station Attendant.

- 6.03.02.18 The Company may change an employee's employment status from temporary full-time to part-time or vice-versa based on operational requirements. Employees will be provided three (3) days notice of such change in employment status, subject to maintaining reasonable manpower distribution and shift coverage.

Such changes will be for a minimum duration of one (1) week/cycle and will be implemented, where required, to maintain reasonable manpower distribution and shift coverage.

Hours worked will be balanced through scheduled days on/off in accordance with each employee's status and shift pattern.

- 6.03.02.19 All job security provisions of this Collective Agreement do not apply to part-time Station Attendants.

6.03.03 **Part-Time Employment – Cabin Servicing & Cleaning Attendant**

- 6.03.03.01 The Company will continue to staff its operations with "full-time" employees whenever a reasonable degree of employee utilization can be achieved. It is recognized that the use of part-time employment may be utilized due to varying workloads and operational requirements.

- 6.03.03.02 The number of part-time Cabin Servicing & Cleaning Attendants will not exceed twenty-five (25%) of the total number of permanent employees in the classifications of Lead Cabin Servicing & Cleaning Attendant and full-time Cabin Servicing & Cleaning Attendant at the point, as at September 25th each year for application and adjustment at the time of major shift schedule changes during the following twelve (12) month period. In addition, at, Saskatoon, Regina, Thunder Bay, Quebec City, Fredericton, Saint John, Moncton, Charlottetown and St. John's, the total number of part-time Cabin Servicing & Cleaning Attendants shall not exceed thirty-five percent (35%) of the total number of employees in the classifications of Lead Cabin Servicing & Cleaning Attendant and Cabin Servicing & Cleaning Attendant. The Company shall advise District Lodge 140 by October 15th each year, of the number of Lead Cabin Servicing & Cleaning Attendants and full time Cabin Servicing & Cleaning Attendants and the allowable number of part-time Cabin Servicing & Cleaning Attendants for each point.

NOTE 1: Up to five (5) part-time Cabin Servicing & Cleaning Attendants may be employed at any one point regardless of the thirty-five percent (35%) ratio.

NOTE 2: A part-time Cabin Servicing & Cleaning Attendant interested in a temporary or permanent Full time position must apply through HR Connex (e-vacancy tool). **Employees who do not submit a request will not be considered for the vacancy.**

- 6.03.03.03 Part-time employees will establish a seniority date applicable to full-time or part-time status as a Cabin Servicing & Cleaning Attendant. Seniority provisions for part-time Cabin Servicing & Cleaning Attendants are applicable at the point only, unless as indicated otherwise.
- 6.03.03.04 Rates of pay, as enumerated in Article 7, are on an hourly basis up to a maximum of the Part-Time Cabin Servicing & Cleaning Attendant 5 rate of pay.
- Scheduled advancement in pay for part-time Cabin Servicing & Cleaning Attendants will occur following completion of twenty four (24) months of service or 2080 hours of work, whichever occurs first, in the classification for all levels of the salary scale.
- 6.03.03.05 With the exception of training, part-time Cabin Servicing & Cleaning Attendants may be scheduled to work up to thirty-two (32) hours per week, and up to eight (8) hours per day.
- In situations where additional flexibility is required, the Company and the Union may discuss and agree on site specific terms and conditions and/or alternatives to meet the need.
- 6.03.03.06 Overtime credits will apply when total hours worked exceeds forty (40) hours within seven (7) calendar days commencing Sunday or when hours worked exceed eight (8) hours in any twenty-four (24) hour period.
- 6.03.03.07 In the application of Article 10.02.07.01, overtime will be offered to full-time Cabin Servicing & Cleaning Attendants prior to offering overtime to part-time Cabin Servicing & Cleaning Attendants
- 6.03.03.08 Unassigned
- 6.03.03.09 Part-time Cabin Servicing & Cleaning Attendants will be eligible to perform acting/relief assignments in the classifications of Lead Cabin Servicing & Cleaning Attendant and Customer Service Agent.
- 6.03.03.10 Probation for part-time Cabin Servicing & Cleaning Attendants will consist of a period of twenty-six (26) weeks.
- 6.03.03.11 Statutory Holidays for part-time Cabin Servicing & Cleaning Attendants:
- Article 12.01 The credit will be six (6) hours at straight time.
- Article 12.02 The credit will be six (6) hours at straight time.
- Article 12.03.01 The credit will be four (4) hours at straight time in lieu of the holiday(s).
- 6.03.03.12 Vacation application will be determined on a local basis in accordance with Articles 13.04 and 13.06.

Article 13.02 – The credit for part-time Cabin Servicing & Cleaning Attendants will be four (4) hours at straight time.

- 6.03.03.13 Part-time Cabin Servicing & Cleaning Attendants will have the ability to transfer to another point in order to secure a permanent full-time position.

Part-time Cabin Servicing and Cleaning Attendants will have the ability, should they have the requirements, to transfer into the part-time Customer Service Agent classification at the point. They will be required to stay in their new classification for a minimum of one (1) year from the date of transfer. They shall continue to accrue seniority in their part-time Cabin Servicing and Cleaning Attendant classification while in the p/t CSA position.

- 6.03.03.14 Full Time Cabin Servicing & Cleaning Attendants with a seniority date prior to January 1, 1999 will not be laid-off or placed on laid-off status at the point while part-time Cabin Servicing & Cleaning Attendants are actively employed at the point.

Full-time Cabin Servicing & Cleaning Attendants with a seniority date subsequent to January 1, 1999 may be laid-off at the point, while part-time employees are actively employed. Such employees may bump/displace the most junior part-time Cabin Servicing & Cleaning Attendant at the point. These employees will assume the status of part-time Cabin Servicing & Cleaning Attendant and will not exceed the maximum part-time wage rate.

Full-time Cabin Servicing & Cleaning Attendants with a seniority date of June 13, 1997 or earlier may elect to bump in accordance with Article 16.15 and subject to Article 16.10.01 in the division/system, in accordance with their seniority to retain full-time status. Full-time and part-time Cabin Servicing & Cleaning Attendants with a seniority date post June 13, 1997 may elect to bump in accordance with the "One Category Memorandum" dated June 13, 1997.

The "bumping" process will be conducted on a step-by-step basis in accordance with information received in terms of employee preference. Employees will only be notified of the outcome in terms of their individual status once the exercise is complete and final.

Part-time Cabin Servicing & Cleaning Attendants, when laid-off, may not "bump"/displace other more junior full-time Cabin Servicing & Cleaning Attendants at the point.

- 6.03.03.15 The application of Article 20.10, Severance Pay, will not apply to part-time Cabin Servicing & Cleaning Attendants.

- 6.03.03.16 In the application of Letter of Understanding No. 1, the following exceptions apply to part-time Cabin Servicing & Cleaning Attendants.

NOTE: Should a part time employee establish full-time benefits as a result of obtaining permanent full time status and subsequently voluntarily reverts to part time status their benefits will also revert to part time entitlements. However, a full-time employee laid-off and electing to displace a junior employee in the part-time classification shall retain their full-time benefits for a period of twelve (12) months.

The note above is not applicable to Part-time employees currently receiving Full-time benefits prior to February 1, 2016.

Group Life Insurance

The level of coverage will be two and one-half (2 1/2) times the basic annual earnings up to a maximum of Twenty Five Thousand Dollars (\$25,000.00).

Group Disability Income Plan

Not available to part-time Cabin Servicing & Cleaning Attendants.

Supplementary Health Insurance

The Company will pay the full cost of Plan II. The maximum aggregate under the Supplementary Health Plan will be Ten Thousand Dollars (\$10,000.00).

Group Dental Insurance

Not available to part-time Cabin Servicing & Cleaning Attendants hired prior to February 1, 2016.

6.03.03.17 The process for employee change of status from a part-time Cabin Servicing & Cleaning Attendant to a temporary or permanent full-time Cabin Servicing & Cleaning Attendant will be as follows:

- a) Part-time employees interested in temporary or permanent full time Station Attendant positions must apply on line via HR Connex. Go to eHR Kiosk / IAMAW eVacancy.
- b) Unassigned.
- c) Unassigned
- d) Unassigned
- e) Unassigned
- f) Changes of status to temporary full-time or from temporary full-time, will result in proration of vacation pay for vacation periods affected by any

such changes, based on the employment status in which the vacation was earned. Examples are in Letter of Understanding No. 24.

NOTE: If any portion of a month is worked in full-time status, that month shall be credited as a full-time month.

- g) Part-time Cabin Servicing & Cleaning Attendant rates of pay, as indicated in Article 6.03.03.04, are applicable to temporary full-time Cabin Servicing & Cleaning Attendant assignments.
- h) Scheduled advancement in pay will be applied on a week for week basis when a part-time Cabin Servicing & Cleaning Attendant's status is changed to temporary full-time Cabin Servicing & Cleaning Attendant.
- i) If an assignment to temporary full-time Cabin Servicing & Cleaning Attendant exceeds twenty-six (26) weeks, the employee's status shall be changed to permanent full-time Cabin Servicing & Cleaning Attendant.

6.03.03.18 The Company may change an employee's employment status from temporary full-time to part-time or vice-versa based on operational requirements. Employees will be provided three (3) days notice of such change in employment status, subject to maintaining reasonable manpower distribution and shift coverage.

Such changes will be for a minimum duration of one (1) week/cycle and will be implemented, where required, to maintain reasonable manpower distribution and shift coverage.

Hours worked will be balanced through scheduled days on/off in accordance with each employee's status and shift pattern.

6.03.03.19 All job security provisions of this Collective Agreement do not apply to part-time Cabin Servicing & Cleaning Attendants.

6.03.03.20 Part-time Cabin Servicing & Cleaning Attendants will have the ability to transfer to another point in order to secure a permanent full-time Cabin Servicing Cleaning Attendant position.

6.03.04 **Part-Time Employment – Customer Service Agent**

6.03.04.01 The number of part-time Customer Service Agents will not exceed twenty-five percent (25%) of the total number of permanent employees in the classification of Lead Customer Service Agent – Cargo, Lead Customer Service Agent – Baggage, Customer Service Agent – Airports (YFC) and Customer Service Agents at the point, as at September 25th each year for application and adjustment during the following twelve (12) month period. In addition, at, Saskatoon, Regina, Thunder Bay, Quebec City, Fredericton, Saint John,

Moncton, Charlottetown and St. John's the total number of part-time Customer Service Agents shall not exceed thirty-five percent (35%) of the total number of employees in the classifications of Lead Customer Service Agents – Cargo, Lead Customer Service Agents – Baggage and Customer Service Agents. The Company shall advise District Lodge 140 by October 15th each year, of the number of Lead Customer Service Agents – Cargo, Lead Customer Service Agents – Baggage, Customer Service Agent – Airports (YFC) and Customer Service Agents and the allowable number of part-time Customer Service Agents.

NOTE: Up to three (3) part-time Customer Service Agents may be employed at any one point regardless of the thirty-five percent (35%) ratio.

- 6.03.04.02 The above noted number of part-time Customer Service Agents will be realized through normal vacancies and filled by the retirement phase-in program, and at the point applicants to vacancy notices and new hires.
- 6.03.04.03 Part-time Customer Service Agents will establish a seniority date applicable to their date of entry into the classification. Seniority provisions for part-time Customer Service Agents are applicable to the point only, unless as indicated otherwise. For the purpose of seniority applications, Customer Service Agent – Part-Time will be considered a basic classification.
- 6.03.04.04 Rates of pay are on an hourly basis as enumerated in Article 7.
- 6.03.04.05 Part-Time Customer Service Agents may be scheduled up to thirty-two (32) hours per week, and up to eight (8) hours per day. Unless agreed to otherwise, such employees will be provided a monthly shift schedule.
- 6.03.04.06 Overtime credits will apply when total hours worked exceeds forty (40) hours within seven (7) calendar days commencing Sunday or when hours worked exceed eight (8) hours in any twenty-four (24) hour period.
- 6.03.04.07 In the application of Article 10.02.07.01, overtime will be offered to full-time Customer Service Agents prior to offering overtime to part-time Customer Service Agents.
- 6.03.04.08 Unassigned.
- 6.03.04.09 Statutory Holidays for part-time Customer Service Agents will be in accordance with the Canada Labour Code.
- 6.03.04.10 Vacation application will be determined on a local basis in accordance with Articles 13.04 and 13.06.

Article 13.02 – The credit for part-time Customer Service Agents will be four (4) hours at straight time.

6.03.04.11 The application of Article 20.10, Severance Pay, will not apply to part-time Customer Service Agents.

6.03.04.12 In the application of Letter of Understanding No. 1, the following exceptions apply to part-time Customer Service Agents.

NOTE: Should a part time employee establish full-time benefits as a result of obtaining permanent full time status and subsequently voluntarily reverts to part time status their benefits will also revert to part time entitlements. However, a full-time employee laid-off and electing to displace a junior employee in the part-time classification shall retain their full-time benefits for a period of twelve (12) months.

The note above is not applicable to Part-time employees currently receiving Full-time benefits prior to February 1, 2016.

Group Life Insurance

The level of coverage will be two and one-half (2 1/2) times the basic annual earnings up to a maximum of Twenty-Five Thousand Dollars (\$25,000.00).

Group Disability Income Plan

Not available to part-time Customer Service Agents.

Supplementary Health Insurance

The Company will pay the full cost of Plan II. The maximum aggregate under the Supplementary Health Plan will be Ten Thousand Dollars (\$10,000.00).

Group Dental Insurance

Not available to part-time Customer Service Agents hired prior to February 1, 2016.

6.03.04.13 All job security provisions of this Collective Agreement do not apply to part-time Customer Service Agents.

6.03.04.14 In situations where additional flexibility is required, the Company and the Union may discuss and agree on site specific terms and working conditions, and/or other alternatives to meet the need.

6.03.04.15 An employee must have the qualifications in order to exercise their seniority rights to bump into the part-time Customer Service Agents classification.

6.04 General

6.04.01 Line of Promotion

Promotion from one classification to another shall be contingent upon a vacancy in the higher classification, in accordance with the provisions of Article 16.11 – Promotions and LOU #29 (where applicable), as follows:

NOTE: In the event of no qualified applicants, the Company will hire externally as required.

Promotion to:

6.04.01.01 Lead Cabin Servicing & Cleaning Attendant

Addressed to all Cabin Servicing and Cleaning Attendants (full time and part-time), Cargo Communications Operators and Station Attendants – Part-Time. Selection will be on the basis of point seniority.

NOTE: Secondary consideration to be given to part-time Customer Service Agents.

6.04.01.02 Lead Station Attendant

Addressed to Station Attendants, Airports/Cargo Trainers I and Gate Planners. Selection will be on the basis of Station Attendant Seniority.

NOTE: Secondary consideration to be given to Cargo Communications Operators, Baggage Claim Coordinators, Customer Service Agents – Part-Time, Station Attendants – Part-Time, Lead Cabin Servicing & Cleaning Attendants and all Cabin Servicing & Cleaning and Attendants (full time and part-time) at the point only.

6.04.01.02.01 The number of Lead Station Attendants will be established solely by the Company, consistent with manpower requirements, provided that the ratio of Station Attendants to Lead Station Attendants at any one point will not exceed twelve (12) to one (1).

Notwithstanding the terms of the ratio as outlined above, it is further agreed that the number of Station Attendants assigned to any one (1) Lead Station Attendant, shall not exceed sixteen (16).

NOTE: In the event it is necessary to split up a crew assigned to a Lead Station Attendant, to work on more than one flight at a time, the Lead will only be personally responsible for activities taking place under his direction on the particular flight on which he is working.

6.04.01.03 **Customer Service Agent**

Addressed to Lead Station Attendants, Station Attendants, Lead Cabin Servicing & Cleaning Attendants, Cabin Servicing & Cleaning Attendants, Gate Planners, Baggage Claim Representatives, Airports/Cargo Trainers I and Customer Service Agents – Part-Time. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE 1: For the purpose of determining the senior applicant, a part-time Customer Service Agent (hired prior to November 1, 2011) who has no previous service as a Station Attendant will use their date of part-time Customer Service Agent.

NOTE 2: Secondary consideration to be given to Cargo Communications Operators, Baggage Claim Coordinators, Station Attendants – Part-Time, and Cabin Servicing & Cleaning Attendants part-time at the point only.

6.04.01.03.01 **Customer Service Agent-Part Time**

Vacancy Notice addressed, at the point only, to Station Attendants (full time and part time). Selection will be on the basis of point Seniority.

NOTE: Secondary consideration, at the point only, to be given to Lead Cabin Servicing and Cleaning Attendants and Cabin Servicing and Cleaning Attendants (full time and part time).

6.04.01.04 **Customer Service Agent – Weight & Balance**

Addressed to Customer Service Agents, Lead Station Attendants, Station Attendants. Selection will be on the basis of Station Attendant seniority.

6.04.01.05 **Customer Service Agent – Airports (YFC only)**

Addressed to Customer Service Agents, Customer Service Agents – Weight & Balance, all Lead Customer Service Agents, Lead Station Attendants and Station Attendants. Selection will be on the basis of the applicant's seniority in basic classification.

NOTE: Secondary consideration to be given to Cargo Communications Operator, Station Attendant – Part-Time, Customer Service Agent – Part-Time, all Cabin Servicing & Cleaning Attendant (full time and part-time) and Lead Cabin Servicing & Cleaning Attendant at the point only. Selection will be on the basis of basic classification seniority date.

6.04.01.06 **Lead Customer Service Agent**

Addressed to Customer Service Agents, and Airports/Cargo Trainers II. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE: Secondary consideration to be given to Baggage Claim Representatives, Gate Planners, Airports/Cargo Trainers I, Lead Station Attendants, Station Attendants, Cargo Communications Operators, Customer Service Agents – Part Time, Station Attendants – Part-Time, Lead Cabin Servicing & Cleaning Attendants and all Cabin Servicing and Cleaning Attendants (full time and part-time) at the point only. Selection will be on the basis of basic classification seniority date.

6.04.01.07 **Lead Customer Service Agent – Cargo**

Addressed to Customer Service Agents. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE: Secondary consideration to be given to Lead Station Attendants, Station Attendants, Cargo Communications Operators, Station Attendants – Part-Time, Cabin Servicing & Cleaning Attendants at the point only. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

6.04.01.08 **Lead Customer Service Agent – Baggage**

Addressed to Customer Service Agents, Central Baggage Performance Agents and Central Baggage Tracing Agents. Selection will be on the basis of basic classification seniority.

NOTE: Secondary consideration to be given to Lead Station Attendants, Station Attendants, Cargo Communications Operators, Station Attendants – Part-Time, all Cabin Servicing & Cleaning Attendants (full time and part-time) at the point only. Selection will be on the basis of the applicant's seniority in basic classification.

6.04.01.09 **Lead Customer Service Agent – Weight & Balance**

Addressed to Customer Service Agents – Weight & Balance. Selection will be on the basis of the applicant's seniority in basic classification.

6.04.01.10 **C.R.U. Specialist**

Addressed to Customer Service Agent – Airports, Lead Customer Service Agent – Cargo, Customer Service Agents (one of last three years in Cargo).

Prime consideration will be given to qualified Lead Customer Service Agents – Cargo. Selection will be on the basis of Customer Service Agent seniority. In the event there are insufficient successful applicants from the foregoing classifications, consideration will be given to other qualified applicants on the basis of seniority in the basic classification(s).

6.04.01.11 Lead Customer Service Agent – Airports (YFC only)

Addressed to Customer Service Agents – Airports. Selection will be on the basis of the applicant's seniority in the basic classification.

6.04.01.12 Central Baggage Performance Agent

Addressed to Central Baggage Tracing Agents and Customer Service Agents. Selection will be on the basis of Customer Service Agent seniority.

6.04.01.13 Central Baggage Tracing Agent

Addressed to Customer Service Agents. Selection will be on the basis of Customer Service Agent seniority.

6.04.01.14 Lead C.R.U. Specialist

Addressed to C.R.U. Specialists. Selection will be on the basis of basic classification seniority.

6.04.01.15 Gate Planner

Vacancy notice addressed to all Lead Station Attendants, Airport/Cargo Trainers 1 and Station Attendants who, as a minimum meet the requirements of Article 6.04.02. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 29. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

Secondary consideration to be given to Baggage Claims Coordinators, Station Attendants - part-time, Customer Service Agents – part-time, Lead Cabin Servicing and Cleaning Attendants and all Cabin Servicing and Cleaning Attendants (full time and part-time) at the point only.

6.04.01.16 Baggage Claims Representatives

Vacancy notice addressed to Baggage Claims Coordinators, who, as a minimum, meet the requirements of Article 6.04.02. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 29. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE: Secondary consideration will be given to qualified candidates of other categories and classifications within the Collective

Agreement.

6.04.01.17 **Airport/Cargo Trainer Level 1**

Vacancy notice addressed to all employees holding seniority within the Station Attendant and Lead Station Attendant classifications who, as a minimum, meet the requirements of Article 6.04.02. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 29. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE: Secondary consideration will be given to all employees covered by the agreement who, as a minimum, meet the requirements of Article 6.04.02. Selection from this group will be; primary consideration given to the qualified applicants in classifications within Airports & Cargo Operations, and secondary consideration given to qualified applicants in classifications within Technical Services and Logistics & Supplies.

6.04.01.18 **Airport/Cargo Trainer Level 2**

Vacancy notice addressed to all employees holding seniority within the Customer Service Agent and Lead Customer Service Agent classifications who, as a minimum, meet the requirements of Article 6.04.02. Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 29. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE: Secondary consideration will be given to all employees covered by the agreement who, as a minimum, meet the requirements of Article 6.04.02. Selection from this group will be; primary consideration given to the qualified applicants in classifications within Airports & Cargo Operations, and secondary consideration given to qualified applicants in classifications within Technical Services and Logistics & Supplies.

NOTE: It is agreed that the procedures and principle of Promotion Bulletins and the privileges of above basic will be applied for administrative purposes for the vacancy notices of Articles 6.04.01.15 through 6.04.01.18.

6.04.01.19 **CSCA Trainer**

Vacancy notice addressed to Lead CSCA's, CSCA's and P/T CSCA's who can demonstrate the required knowledge in this area.

Vacancy notice addressed to Lead CSCA's, CSCA's and P/T CSCA's classifications who, as a minimum, meet the requirements of Article 6.04.02. Selection will be in accordance with Article 16.11.05 and Letter of

Understanding No. 29. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE: Secondary consideration will be given to all other qualified members of the Collective Agreement. Priority of secondary consideration will be within the Airports/Cargo Business Units followed by Technical Services and Logistics and Supply Business Units.

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6.04.02 QUALIFYING EXAMINATIONS

The Agreement requires that to be eligible to apply to Promotional Bulletins covering vacancies in the above basic classifications, employees must have passed the applicable qualifying examinations prior to the closing date of the vacancy as follows

TYPES OF QUALIFICATIONS	LOU #29-QUALIFYING EXAMS	LOU #29 STRUCTURED INTERVIEW (To be scheduled & successfully completed following the vacancy closing date)	TRAINING COURSE AND APPLICABLE EXAMS (To be successfully completed following the vacancy award)	LOAD DISPATCH CERT.	RESTRICTED RADIO-TELEPHONE OPER. CERT. (see Note 1 & 3)	HOLD A VALID RESTRICTED AIRPORT IDENTIFICATION CARD (RAIC)	HOLD A VALID DA PASS (see Note 2)	DEMONSTRATED SKILL IN AREA OF EXPERTISE AS APPLICABLE (i.e. Airport or Cargo, CEQ)	1 YEAR WORK EXPERIENCE AS A CSAN THE WORK AREA WHERE THE VACANCY EXISTS (i.e. Airport or Cargo)	FREE OF ANY RESTRICTIONS THAT WILL PREVENT ENTRY INTO OTHER COUNTRIES (ability to hold a passport)
LEAD C.R.U. SPECIALIST	•	•	•			•				
LEAD CUSTOMER SERVICE AGENT - WEIGHT & BALANCE	•	•	•	•	•					
CUSTOMER SERVICE AGENT - WEIGHT & BALANCE	•	•	•		•					
LEAD CUSTOMER SERVICE AGENT - AIRPORTS	•	•	•		•	•				
CUSTOMER SERVICE AGENT - AIRPORTS	•	•	•		•	•	•			
LEAD CUSTOMER SERVICE AGENT - CARGO	•	•	•			•	•			
LEAD CUSTOMER SERVICE AGENT - BAGGAGE	•	•	•			•				
LEAD CUSTOMER SERVICE AGENT	•	•	•		•	•				
CUSTOMER SERVICE AGENT CUSTOMER SERVICE AGENT PT	•	•	•		•	•	•			
LEAD STATION ATTENDANT	•	•	•			•	•			
LEAD CABIN SERVICE & CLEANING ATTENDANT	•	•	•			•	•			
GATE PLANNER	•	•	•		•	•				
AIRPORTS / CARGO TRAINEE LEVEL 1	•	•	•			•	•	•		•
AIRPORTS / CARGO TRAINEE LEVEL 2	•	•	•			•	•	•	•	•
CABIN SERVICE AND CLEANING TRAINER	•	•	•			•	•	•	•	•
CRU SPECIALIST	•	•	•					•		
BAGGAGE CLAIMS REPRESENTATIVE	•	•	•					•		•
CENTRAL BAGGAGE TRAINING AGENT	•	•	•		•					
CENTRAL BAGGAGE PERFORMANCE AGENT	•	•	•			•				

NOTE 1: Must possess a "Certificate of Proficiency in Radio" of at least the minimum grade provided by law to operate Company telecommunications/radio equipment according to Government regulations.

NOTE 2: For some airport locations a "D" license will be required and must be obtained within six (6) months following advice of requirement in order to maintain employment in the classification.

NOTE 3: The Restricted Radio-Telephone Operators Certificate is a requirement of the Lead Customer Service Agent and Customer Service Agent classifications at some stations.

NOTE 4: LOU 29 exam will be replaced with pre-existing applicable examinations until such time that the LOU 29 applicable exams are developed.

6.04.02.01 **Training Failures**

Employees having a training failure for above basic classifications, introductory or basic training courses in the Airport & Cargo Operations Category, will be subject to the following:

- a) One (1) re-write for an examination will be provided, by the Company, within thirty (30) days of the date of the failed examination. Employees will be notified of the results of their examination within ten (10) calendar days of the date of the examination.
- b) If the employee is unsuccessful in the above noted re-write examination or if the employee elects not to take the re-write examination, the employee will be ineligible to qualify for the position for a period of six (6) months. This six (6) month period will be from the date of the initial examination.
- c) Following an employee request, examination results will be reviewed with the employee.
- d) Results of the training examinations shall remain as a permanent record on the employee's Personal File.
- e) The training examination requirements for the classification of "Customer Service Agent – Weight & Balance", are as set out in Company Publication 160.

6.04.02.02 **Qualifying Examination Requirements**

To be eligible to take the applicable qualifying examination, an employee must have completed a probationary period and be designated as permanent.

6.04.02.03 **Qualifying Examination Failures**

Refer to LOU #29.

6.04.03 **Language Requirements (English & French)**

- 6.04.03.01 An employee promoted or transferred to public contact positions at the following locations must have Level II language capability at the time of promotion or transfer, until the station has met its numerical level of language capability for the classification.

a) These levels are:

Classification: Customer Service Agent – Airports

<u>Stations</u>	<u>Bilingual Requirement</u>
Fredericton	3

Classification: Customer Service Agent – Weight & Balance

<u>Stations</u>	<u>Bilingual Requirement</u>
Montreal	All

Classification: Customer Service Agent (Cargo Office)

<u>Stations</u>	<u>Bilingual Requirement</u>	<u>Stations</u>	<u>Bilingual Requirement</u>
Montreal	All	Moncton	3
Quebec City	All	Ottawa	6

Classification: Customer Service Agent (Baggage Office)

<u>Stations</u>	<u>Bilingual Requirement</u>
Montreal	All
Quebec City	All
Ottawa	6
Toronto	8
Winnipeg	3

Classification: Customer Service Agent

<u>Stations</u>	<u>Bilingual Requirement</u>
Saint John	2

Classification: Airport/Cargo & CSCA Trainers.

<u>Stations</u>	<u>Bilingual Requirement</u>
All stations within the Province of Quebec	All
Ottawa	Minimum 1

Classification: Gate Planner

<u>Stations</u>	<u>Bilingual Requirement</u>
All stations within the Province of Quebec	All

Classification: Baggage Claim Representative

<u>Stations</u>	<u>Bilingual Requirement</u>
Montreal	All

- b) Employees selected for promotion or transfer will be required to acquire Level III language capability within twelve (12) months of occupying such position.
- c) In cases where the employee is required to acquire the necessary language skills on Company time/expense and is unable to achieve the necessary proficiency to progress from one level to another, he will be required to revert to a lower classification at the point not requiring a knowledge of both languages or consistent with his seniority lateral transfer to a location not having a language requirement.
- d) Where the numerical level of language capability has been met, promotions and transfers will be actioned in the same manner as all other classifications.

6.04.03.02 In addition to the above, an employee promoted or transferred to any above basic classification within the Airport & Cargo Operations Business Unit, in the Province of Quebec, must have Level II language capability at the time of promotion or transfer.

- a) The Company will continue to encourage all public contact employees to acquire a second language capability on their own time, in accordance with the Company policy.
- b) Where language capability of public contact employees at any location does not meet requirements, a language training program may be implemented to assist such employees by providing language training at Company expense, in accordance with Company policy. The details of such a training program will be discussed with the Union prior to implementation.
- c) Airport & Cargo Operations Business Unit Promotional Bulletin, Vacancy Notice and Transfer Procedures, will be in accordance with the understandings covered in .01 and .02 above.
- d) An employee promoted or transferred to the positions of Central Baggage Performance Agent or Central Baggage Tracing Agent must have Level III language capability in both official languages at the time of promotion or transfer.

6.04.03.03 A copy of all complaints received from the Office of the Commissioner of Official Languages will be provided to the appropriate District Lodge 140 Regional General Chairperson, who will investigate the situation and provide a written submission with recommendations to correct the problem to assist the Company in completing its official response.

6.04.04 **Seniority**

The establishment of seniority will be limited to the classification(s) in which an employee has been permanently assigned by means of a bulletin or permanent hiring. Seniority privileges will be limited to those classifications in which an employee holds seniority.

ARTICLE 7 – RATES OF PAY – AIRPORT & CARGO OPERATIONS

- 7.01 Rates of pay, as enumerated, are on a weekly basis and are established on the basis of a working week of forty (40) hours with a one half hour paid meal period; if the scheduled working hours are reduced below forty (40) hours, the rate of pay shall be correspondingly reduced.

NOTE: Employees in part-time classifications are enumerated on an hourly basis.

- 7.02 The Company may, at its discretion, pay higher rates than those established by this Agreement.

- 7.03 For employees hired into the classifications of Station Attendant and Cabin Servicing & Cleaning Attendant, scheduled advancement in pay will be automatic upon the first day of the pay period, following completion of one (1) year service in the classification for all levels of the salary scale.

Scheduled advancement in pay, for employees hired into the classification of Cargo Communications Operator, will be automatic upon the first day of the pay period, following completion of one (1) year service in each level of the salary scale.

NOTE: Employees with a Company Service Date prior to November 9, 1985, transferring into the classification of Station Attendant will commence at the sixth (6th) level of the salary scale. Employees transferring into the classification of Cabin Servicing & Cleaning Attendant will commence at the fifth (5th) level of the salary scale. Employees transferring into the classification of Cargo Communications Operator, will commence at the third (3rd) level of the salary scale.

- 7.03.01 Scheduled advancement in pay within the salary scales established for the classification of Customer Service Agent, Lead Station Attendant and Gate Planner, Airport & Cargo Trainer Level 1, Airport & Cargo Level II, Baggage Claims Coordinator, Baggage Claims Representative and Lead Cabin Servicing & Cleaning Attendant, subject to other provisions of this Agreement shall be automatic upon the first day of the pay period following completion of service of each period of one (1) year.

NOTE: Positions in Cargo Call Center will receive a \$0.50 hourly premium.

- 7.03.02 Scheduled advancement in pay within the salary scales established for the classifications of Customer Service Agent – Weight & Balance, Customer Service Agent – Airports, and Cargo Rating Unit Specialist, shall be automatic upon the first day of the pay period following the completion of the requirements specified below:

- a) One (1) year must have elapsed since the date of his last reclassification.
- b) During the one (1) year period, the employee must have actually worked in the classification a minimum of 1904 hours on a 5/2 type work schedule or 1760 hours on a 6/3 type work schedule (or their equivalent), whichever is greater, subject to the provisions that time allowed as annual vacation shall be considered as time actually worked in the classification.

7.03.03 Employees working in a higher classification other than their own, will continue to accrue salary progression in the lower classification(s) in which they hold seniority in, subject to the provisions of Article 7.03.02.

7.03.04 Permanent employees who accept temporary assignments to positions above and beyond the scope of the Collective Agreement, shall continue to accrue salary progression within their classification, during the temporary assignment. Employees promoted to positions within the Collective Agreement in a higher classification, during the temporary assignment, will assume the new rate of pay for such a position and will accrue salary progression with the exception of the classifications of Customer Service Agent – Weight & Balance, and Cargo Rating Unit Specialist.

NOTE: Salary progression will be applicable to employees working in a temporary return to work rehabilitation assignment, under the provisions of Article 16.19.02, subject to the provisions for their classification.

7.03.05 Employees who accept Shop Committee positions, in accordance with Article 19.04, will continue to accrue salary progression within their respective classification(s), subject to the provisions for their classification, and if promoted to positions within the Collective Agreement in a higher classification, will assume the new rate of pay for the position and will accrue salary progression subject to the provisions for their classification.

7.03.06 For movement between Lead Station Attendants, Customer Service Agents, Airport/Cargo Trainers 1 and 2 employees will retain their original salary progression date, and will receive their salary increase upon completing 1 year of cumulative service in their classifications.

7.04 The following are the rates of pay for all classifications in the Airport & Cargo Operations Business Unit covered by this Agreement.

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Lead Cargo Rating Unit Specialist	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cargo Rating Unit Specialist 3	\$ 1,264.03	\$ 31.60	\$ 5,496.27	\$ 1,264.03	\$ 31.60	\$ 5,496.27	\$ 1,264.03	\$ 31.60	\$ 5,496.27	\$ 1,289.31	\$ 32.23	\$ 5,606.20
Cargo Rating Unit Specialist 2	\$ 1,227.83	\$ 30.70	\$ 5,338.87	\$ 1,227.83	\$ 30.70	\$ 5,338.87	\$ 1,227.83	\$ 30.70	\$ 5,338.87	\$ 1,252.39	\$ 31.31	\$ 5,445.65
Cargo Rating Unit Specialist 1	\$ 1,137.01	\$ 28.43	\$ 4,943.96	\$ 1,137.01	\$ 28.43	\$ 4,943.96	\$ 1,137.01	\$ 28.43	\$ 4,943.96	\$ 1,159.75	\$ 28.99	\$ 5,042.84
Lead Customer Service Agent - Airports	\$ 1,253.30	\$ 31.33	\$ 5,449.62	\$ 1,253.30	\$ 31.33	\$ 5,449.62	\$ 1,253.30	\$ 31.33	\$ 5,449.62	\$ 1,278.37	\$ 31.96	\$ 5,558.61
Customer Service Agent - Airports 2	\$ 1,176.71	\$ 29.42	\$ 5,116.59	\$ 1,176.71	\$ 29.42	\$ 5,116.59	\$ 1,176.71	\$ 29.42	\$ 5,116.59	\$ 1,200.24	\$ 30.01	\$ 5,218.92
Customer Service Agent - Airports 1	\$ 1,131.00	\$ 28.28	\$ 4,917.83	\$ 1,131.00	\$ 28.28	\$ 4,917.83	\$ 1,131.00	\$ 28.28	\$ 4,917.83	\$ 1,153.62	\$ 28.84	\$ 5,016.19
Lead Customer Service Agent - Weight &	\$ 1,253.30	\$ 31.33	\$ 5,449.62	\$ 1,253.30	\$ 31.33	\$ 5,449.62	\$ 1,253.30	\$ 31.33	\$ 5,449.62	\$ 1,278.37	\$ 31.96	\$ 5,558.61
Customer Service Agent - Weight & Balance 2	\$ 1,176.71	\$ 29.42	\$ 5,116.59	\$ 1,176.71	\$ 29.42	\$ 5,116.59	\$ 1,176.71	\$ 29.42	\$ 5,116.59	\$ 1,200.24	\$ 30.01	\$ 5,218.92
Customer Service Agent - Weight & Balance 1	\$ 1,131.01	\$ 28.28	\$ 4,917.87	\$ 1,131.01	\$ 28.28	\$ 4,917.87	\$ 1,131.01	\$ 28.28	\$ 4,917.87	\$ 1,153.63	\$ 28.84	\$ 5,016.23
Lead Customer Service Agent - Cargo	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,247.48	\$ 31.19	\$ 5,424.31
Lead Customer Service Agent - Baggage	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,247.48	\$ 31.19	\$ 5,424.31
Lead Customer Service Agent	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,247.48	\$ 31.19	\$ 5,424.31
Central Baggage Performance Agent	\$ 1,170.84	\$ 29.27	\$ 5,091.06	\$ 1,170.84	\$ 29.27	\$ 5,091.06	\$ 1,170.84	\$ 29.27	\$ 5,091.06	\$ 1,194.26	\$ 29.86	\$ 5,192.88
Central Baggage Tracing Agent	\$ 1,159.37	\$ 28.98	\$ 5,041.19	\$ 1,159.37	\$ 28.98	\$ 5,041.19	\$ 1,159.37	\$ 28.98	\$ 5,041.19	\$ 1,182.56	\$ 29.56	\$ 5,142.01
Customer Service Agent 5	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,194.62	\$ 29.87	\$ 5,194.48
Customer Service Agent 4	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,170.85	\$ 29.27	\$ 5,091.10
Customer Service Agent 3	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,150.56	\$ 28.76	\$ 5,002.88
Customer Service Agent 2	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,121.09	\$ 28.03	\$ 4,874.75
Customer Service Agent 1	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,096.10	\$ 27.40	\$ 4,766.09
Customer Service Agent - Part Time		\$ 18.36			\$ 18.36			\$ 18.36			\$ 18.73	
Lead Station Attendant 5	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,194.62	\$ 29.87	\$ 5,194.48
Lead Station Attendant 4	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,170.85	\$ 29.27	\$ 5,091.10
Lead Station Attendant 3	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,150.56	\$ 28.76	\$ 5,002.88
Lead Station Attendant 2	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,121.09	\$ 28.03	\$ 4,874.75
Lead Station Attendant 1	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,096.10	\$ 27.40	\$ 4,766.09
Station Attendant 11 (FT)- Prior to Ratification	\$ 1,024.98	\$ 25.62	\$ 4,456.83	\$ 1,024.98	\$ 25.62	\$ 4,456.83	\$ 1,024.98	\$ 25.62	\$ 4,456.83	\$ 1,045.48	\$ 26.14	\$ 4,545.97
Station Attendant 10 (FT)- Prior to Ratification	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 953.22	\$ 23.83	\$ 4,144.81
Station Attendant 9 (FT)- Prior to Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 861.45	\$ 21.54	\$ 3,745.77
Station Attendant 8 (FT)- Prior to Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 769.24	\$ 19.23	\$ 3,344.83
Station Attendant 7 (FT)- Prior to Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 724.07	\$ 18.10	\$ 3,148.40
Station Attendant 6 (FT)- Prior to Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 677.27	\$ 16.93	\$ 2,944.91
Station Attendant 5 (FT)- Prior to Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 620.32	\$ 15.51	\$ 2,697.30
Station Attendant 4 (FT)- Prior to Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 591.18	\$ 14.78	\$ 2,570.59
Station Attendant 3 (FT)- Prior to Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 562.05	\$ 14.05	\$ 2,443.92

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Station Attendant 2 (FT)- Prior to Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 546.72	\$ 13.67	\$ 2,377.26
Station Attendant 1 (FT)- Prior to Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 530.40	\$ 13.26	\$ 2,306.29
Station Attendant 10 (FT)-Post Ratification	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54
Station Attendant 9 (FT)-Post Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33
Station Attendant 8 (FT)-Post Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25
Station Attendant 7 (FT)-Post Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67
Station Attendant 6 (FT)-Post Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17
Station Attendant 5 (FT)-Post Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41
Station Attendant 4 (FT)-Post Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18
Station Attendant 3 (FT)-Post Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00
Station Attendant 2 (FT)-Post Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64
Station Attendant 1 (FT)-Post Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07
Station Attendant 6 (PT)-Prior to Ratification		\$ 16.60			\$ 16.60			\$ 16.60			\$ 16.93	
Station Attendant 5 (PT)-Prior to Ratification		\$ 15.20			\$ 15.20			\$ 15.20			\$ 15.51	
Station Attendant 4 (PT)-Prior to Ratification		\$ 14.49			\$ 14.49			\$ 14.49			\$ 14.78	
Station Attendant 3 (PT)-Prior to Ratification		\$ 13.78			\$ 13.78			\$ 13.78			\$ 14.05	
Station Attendant 2 (PT)-Prior to Ratification		\$ 13.40			\$ 13.40			\$ 13.40			\$ 13.67	
Station Attendant 1 (PT)-Prior to Ratification		\$ 13.00			\$ 13.00			\$ 13.00			\$ 13.26	
Station Attendant 6 (PT)-Post Ratification		\$ 16.60			\$ 16.60			\$ 16.60			\$ 16.60	
Station Attendant 5 (PT)-Post Ratification		\$ 15.20			\$ 15.20			\$ 15.20			\$ 15.20	
Station Attendant 4 (PT)-Post Ratification		\$ 14.49			\$ 14.49			\$ 14.49			\$ 14.49	
Station Attendant 3 (PT)-Post Ratification		\$ 13.78			\$ 13.78			\$ 13.78			\$ 13.78	
Station Attendant 2 (PT)-Post Ratification		\$ 13.40			\$ 13.40			\$ 13.40			\$ 13.40	
Station Attendant 1 (PT)-Post Ratification		\$ 13.00			\$ 13.00			\$ 13.00			\$ 13.00	
Lead Cabin Servicing & Cleaning Attendant 2	\$ 990.80	\$ 24.77	\$ 4,308.21	\$ 990.80	\$ 24.77	\$ 4,308.21	\$ 990.80	\$ 24.77	\$ 4,308.21	\$ 1,010.62	\$ 25.27	\$ 4,394.37
Lead Cabin Servicing & Cleaning Attendant 1	\$ 934.16	\$ 23.35	\$ 4,061.93	\$ 934.16	\$ 23.35	\$ 4,061.93	\$ 934.16	\$ 23.35	\$ 4,061.93	\$ 952.84	\$ 23.82	\$ 4,143.17
Cabin Servicing & Cleaning Attendant Trainer 1-Level 5	\$ 1,084.72	\$ 27.12	\$ 4,716.60	\$ 1,084.72	\$ 27.12	\$ 4,716.60	\$ 1,084.72	\$ 27.12	\$ 4,716.60	\$ 1,106.41	\$ 27.66	\$ 4,810.93
Cabin Servicing & Cleaning Attendant Trainer 1-Level 4	\$ 1,024.98	\$ 25.62	\$ 4,456.83	\$ 1,024.98	\$ 25.62	\$ 4,456.83	\$ 1,024.98	\$ 25.62	\$ 4,456.83	\$ 1,045.48	\$ 26.14	\$ 4,545.97
Cabin Servicing & Cleaning Attendant Trainer 1-Level 3	\$ 934.08	\$ 23.35	\$ 4,061.58	\$ 934.08	\$ 23.35	\$ 4,061.58	\$ 934.08	\$ 23.35	\$ 4,061.58	\$ 952.76	\$ 23.82	\$ 4,142.81
Cabin Servicing & Cleaning Attendant Trainer 1-Level 2	\$ 844.92	\$ 21.12	\$ 3,673.89	\$ 844.92	\$ 21.12	\$ 3,673.89	\$ 844.92	\$ 21.12	\$ 3,673.89	\$ 861.82	\$ 21.55	\$ 3,747.37

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Cabin Servicing & Cleaning Attendant Trainer 1-Level 1	\$ 754.02	\$ 18.85	\$ 3,278.64	\$ 754.02	\$ 18.85	\$ 3,278.64	\$ 754.02	\$ 18.85	\$ 3,278.64	\$ 769.10	\$ 19.23	\$ 3,344.21
Cabin Servicing & Cleaning Attendant 9 (FT)-Prior to Ratification	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 918.78	\$ 22.97	\$ 3,995.06
Cabin Servicing & Cleaning Attendant 8 (FT)-Prior to Ratification	\$ 825.58	\$ 20.64	\$ 3,589.80	\$ 825.58	\$ 20.64	\$ 3,589.80	\$ 825.58	\$ 20.64	\$ 3,589.80	\$ 842.09	\$ 21.05	\$ 3,661.59
Cabin Servicing & Cleaning Attendant 7 (FT)-Prior to Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 724.07	\$ 18.10	\$ 3,148.40
Cabin Servicing & Cleaning Attendant 6 (FT)-Prior to Ratification	\$ 688.23	\$ 17.21	\$ 2,992.56	\$ 688.23	\$ 17.21	\$ 2,992.56	\$ 688.23	\$ 17.21	\$ 2,992.56	\$ 701.99	\$ 17.55	\$ 3,052.41
Cabin Servicing & Cleaning Attendant 5 (FT)-Prior to Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 620.32	\$ 15.51	\$ 2,697.30
Cabin Servicing & Cleaning Attendant 4 (FT)-Prior to Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 591.18	\$ 14.78	\$ 2,570.59
Cabin Servicing & Cleaning Attendant 3 (FT)-Prior to Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 562.05	\$ 14.05	\$ 2,443.92
Cabin Servicing & Cleaning Attendant 2 (FT)-Prior to Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 546.72	\$ 13.67	\$ 2,377.26
Cabin Servicing & Cleaning Attendant 1 (FT)-Prior to Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 530.40	\$ 13.26	\$ 2,306.29
Cabin Servicing & Cleaning Attendant 10 (FT)-Post Ratification	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72
Cabin Servicing & Cleaning Attendant 9 (FT)-Post Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33
Cabin Servicing & Cleaning Attendant 8 (FT)-Post Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25
Cabin Servicing & Cleaning Attendant 7 (FT)-Post Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67
Cabin Servicing & Cleaning Attendant 6 (FT)-Post Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17
Cabin Servicing & Cleaning Attendant 5 (FT)-Post Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41
Cabin Servicing & Cleaning Attendant 4 (FT)-Post Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Cabin Servicing & Cleaning Attendant 3 (FT)-Post	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00
Cabin Servicing & Cleaning Attendant 2 (FT)-Post	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64
Cabin Servicing & Cleaning Attendant 1 (FT)-Post	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07
Cabin Servicing & Cleaning Attendant 5 (PT)-Prior to		\$ 15.20			\$ 15.20			\$ 15.20			\$ 15.51	
Cabin Servicing & Cleaning Attendant 4 (PT)-Prior to		\$ 14.49			\$ 14.49			\$ 14.49			\$ 14.78	
Cabin Servicing & Cleaning Attendant 3 (PT)-Prior to		\$ 13.78			\$ 13.78			\$ 13.78			\$ 14.05	
Cabin Servicing & Cleaning Attendant 2 (PT)-Prior to		\$ 13.40			\$ 13.40			\$ 13.40			\$ 13.67	
Cabin Servicing & Cleaning Attendant 1 (PT)-Prior to		\$ 13.00			\$ 13.00			\$ 13.00			\$ 13.26	
Cabin Servicing & Cleaning Attendant 5 (PT)-Post		\$ 15.20			\$ 15.20			\$ 15.20			\$ 15.20	
Cabin Servicing & Cleaning Attendant 4 (PT)-Post		\$ 14.49			\$ 14.49			\$ 14.49			\$ 14.49	
Cabin Servicing & Cleaning Attendant 3 (PT)-Post		\$ 13.78			\$ 13.78			\$ 13.78			\$ 13.78	
Cabin Servicing & Cleaning Attendant 2 (PT)-Post		\$ 13.40			\$ 13.40			\$ 13.40			\$ 13.40	
Cabin Servicing & Cleaning Attendant 1 (PT)-Post		\$ 13.00			\$ 13.00			\$ 13.00			\$ 13.00	
Cargo Communications Operator 7	\$ 878.00	\$ 21.95	\$ 3,817.73	\$ 878.00	\$ 21.95	\$ 3,817.73	\$ 878.00	\$ 21.95	\$ 3,817.73	\$ 895.56	\$ 22.39	\$ 3,894.09
Cargo Communications Operator 6	\$ 810.46	\$ 20.26	\$ 3,524.05	\$ 810.46	\$ 20.26	\$ 3,524.05	\$ 810.46	\$ 20.26	\$ 3,524.05	\$ 826.67	\$ 20.67	\$ 3,594.53
Cargo Communications Operator 5	\$ 768.78	\$ 19.22	\$ 3,342.82	\$ 768.78	\$ 19.22	\$ 3,342.82	\$ 768.78	\$ 19.22	\$ 3,342.82	\$ 784.16	\$ 19.60	\$ 3,409.68
Cargo Communications Operator 4	\$ 715.20	\$ 17.88	\$ 3,109.84	\$ 715.20	\$ 17.88	\$ 3,109.84	\$ 715.20	\$ 17.88	\$ 3,109.84	\$ 729.50	\$ 18.24	\$ 3,172.04
Cargo Communications Operator 3	\$ 655.58	\$ 16.39	\$ 2,850.60	\$ 655.58	\$ 16.39	\$ 2,850.60	\$ 655.58	\$ 16.39	\$ 2,850.60	\$ 668.69	\$ 16.72	\$ 2,907.61
Cargo Communications Operator 2	\$ 603.24	\$ 15.08	\$ 2,623.02	\$ 603.24	\$ 15.08	\$ 2,623.02	\$ 603.24	\$ 15.08	\$ 2,623.02	\$ 615.30	\$ 15.38	\$ 2,675.48
Cargo Communications Operator 1	\$ 550.81	\$ 13.77	\$ 2,395.04	\$ 550.81	\$ 13.77	\$ 2,395.04	\$ 550.81	\$ 13.77	\$ 2,395.04	\$ 561.83	\$ 14.05	\$ 2,442.94
Baggage Claims Coordinator 6	\$ 952.26	\$ 23.81	\$ 4,140.63	\$ 952.26	\$ 23.81	\$ 4,140.63	\$ 952.26	\$ 23.81	\$ 4,140.63	\$ 971.31	\$ 24.28	\$ 4,223.44
Baggage Claims Coordinator 5	\$ 932.80	\$ 23.32	\$ 4,056.01	\$ 932.80	\$ 23.32	\$ 4,056.01	\$ 932.80	\$ 23.32	\$ 4,056.01	\$ 951.46	\$ 23.79	\$ 4,137.13

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Baggage Claims Coordinator 4	\$ 914.17	\$ 22.85	\$ 3,975.01	\$ 914.17	\$ 22.85	\$ 3,975.01	\$ 914.17	\$ 22.85	\$ 3,975.01	\$ 932.45	\$ 23.31	\$ 4,054.51
Baggage Claims Coordinator 3	\$ 896.44	\$ 22.41	\$ 3,897.91	\$ 896.44	\$ 22.41	\$ 3,897.91	\$ 896.44	\$ 22.41	\$ 3,897.91	\$ 914.37	\$ 22.86	\$ 3,975.87
Baggage Claims Coordinator 2	\$ 878.26	\$ 21.96	\$ 3,818.86	\$ 878.26	\$ 21.96	\$ 3,818.86	\$ 878.26	\$ 21.96	\$ 3,818.86	\$ 895.83	\$ 22.40	\$ 3,895.24
Baggage Claims Coordinator 1	\$ 860.94	\$ 21.52	\$ 3,743.55	\$ 860.94	\$ 21.52	\$ 3,743.55	\$ 860.94	\$ 21.52	\$ 3,743.55	\$ 878.16	\$ 21.95	\$ 3,818.42
Baggage Claims Representative 6	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,096.27	\$ 27.41	\$ 4,766.80
Baggage Claims Representative 5	\$ 1,053.13	\$ 26.33	\$ 4,579.23	\$ 1,053.13	\$ 26.33	\$ 4,579.23	\$ 1,053.13	\$ 26.33	\$ 4,579.23	\$ 1,074.19	\$ 26.85	\$ 4,670.82
Baggage Claims Representative 4	\$ 1,031.91	\$ 25.80	\$ 4,486.97	\$ 1,031.91	\$ 25.80	\$ 4,486.97	\$ 1,031.91	\$ 25.80	\$ 4,486.97	\$ 1,052.55	\$ 26.31	\$ 4,576.71
Baggage Claims Representative 3	\$ 1,011.13	\$ 25.28	\$ 4,396.61	\$ 1,011.13	\$ 25.28	\$ 4,396.61	\$ 1,011.13	\$ 25.28	\$ 4,396.61	\$ 1,031.35	\$ 25.78	\$ 4,484.54
Baggage Claims Representative 2	\$ 991.66	\$ 24.79	\$ 4,311.95	\$ 991.66	\$ 24.79	\$ 4,311.95	\$ 991.66	\$ 24.79	\$ 4,311.95	\$ 1,011.49	\$ 25.29	\$ 4,398.19
Baggage Claims Representative 1	\$ 971.75	\$ 24.29	\$ 4,225.38	\$ 971.75	\$ 24.29	\$ 4,225.38	\$ 971.75	\$ 24.29	\$ 4,225.38	\$ 991.19	\$ 24.78	\$ 4,309.88
GrandFathered Trainer 2 Level 3- Prior to	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,223.02	\$ 30.58	\$ 5,317.95	\$ 1,247.48	\$ 31.19	\$ 5,424.31
GrandFathered Trainer 2 Level 2-Prior to	\$ 1,148.35	\$ 28.71	\$ 4,993.27	\$ 1,148.35	\$ 28.71	\$ 4,993.27	\$ 1,148.35	\$ 28.71	\$ 4,993.27	\$ 1,171.32	\$ 29.28	\$ 5,093.14
GrandFathered Trainer 2 Level 1-Prior to	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,096.27	\$ 27.41	\$ 4,766.80
Airports/Cargo Trainer - Level 5- Post	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,194.62	\$ 29.87	\$ 5,194.48
Airports/Cargo Trainer - Level 4- Post	\$ 1,148.35	\$ 28.70	\$ 4,993.27	\$ 1,148.35	\$ 28.71	\$ 4,993.27	\$ 1,148.35	\$ 28.71	\$ 4,993.27	\$ 1,171.32	\$ 29.28	\$ 5,093.14
Airports/Cargo Trainer - Level 3- Post	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,150.56	\$ 28.76	\$ 5,002.88
Airports/Cargo Trainer - Level 2- Post	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,121.09	\$ 28.03	\$ 4,874.75
Airports/Cargo Trainer - Level 1- Post	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,074.77	\$ 26.87	\$ 4,673.33	\$ 1,096.27	\$ 27.41	\$ 4,766.80
Gate Planner 5	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,171.20	\$ 29.28	\$ 5,092.63	\$ 1,194.62	\$ 29.87	\$ 5,194.48
Gate Planner 4	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,147.89	\$ 28.70	\$ 4,991.27	\$ 1,170.85	\$ 29.27	\$ 5,091.10
Gate Planner 3	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,128.00	\$ 28.20	\$ 4,904.79	\$ 1,150.56	\$ 28.76	\$ 5,002.88
Gate Planner 2	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,099.11	\$ 27.48	\$ 4,779.17	\$ 1,121.09	\$ 28.03	\$ 4,874.75
Gate Planner 1	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,074.61	\$ 26.87	\$ 4,672.63	\$ 1,096.10	\$ 27.40	\$ 4,766.09

7.05 Shift Premiums will be paid as follows:

- Afternoon - \$0.50 for each hour worked between 18:00 and 23:00
- Midnight - \$1.00 for each hour worked between 23:00 and 06:00

ARTICLE 8 – SCOPE OF AGREEMENT – LOGISTICS & SUPPLY

8.01 Seniority Divisions

The Seniority Divisions into which the Logistics & Supply Business Unit is divided are as follows:

EASTERN – that part of Canada lying east of Winnipeg.

WESTERN – that part of Canada lying west of and including Winnipeg.

8.02 Categories

All personnel of the Logistics & Supply Business Unit, within the following work categories and in classifications as enumerated in Article 8.03, are covered by this Agreement.

Nothing in this agreement prevents an employee from performing either on a day to day or regular basis, any function or task that is generally performed by any category, provided that the employee is competent to perform the work required.

Any efficiencies attained out of this flexibility is not intended to eliminate a category.

8.02.01 Material Control

Comprising those employees engaged in the handling of stock, stock records, operation of Company automotive vehicles and the procurement of materials and parts required to support Technical Services.

8.03 Classifications

The following are the employee classifications of the Logistics & Supply, within the categories enumerated in Article 8.02, covered by this Agreement.

The Company will not replace a classification within the Agreement by a management classification.

8.03.01 Senior Lead Stockkeeper

Must have served at least one (1) year with the Company as a Lead Stockkeeper or have had equivalent experience in other employment, must possess sufficient practical knowledge of the materials stocked by the Company and of the applicable receiving, warehousing, issuing and shipping procedures and have the ability, as a working member of a group, to take complete charge of a shift in the absence of management supervision or as otherwise required and will be responsible for the quality and quantity of work assigned by him and training in applicable procedures.

8.03.02 **Lead Stockkeeper**

Must have served at least one (1) year with the Company as a Stockkeeper or have had equivalent experience in other employment and must possess sufficient practical knowledge of the material stocked by the Company and of the applicable receiving, warehousing, issuing and shipping procedures and have the ability to enable him, as a working member of a group, to satisfactorily direct the work of Stockkeepers assigned to him and will be responsible for the quality and quantity of work assigned by him and training in applicable procedures.

8.03.03 **Stockkeeper**

Is employed by the Company to perform the receiving, shipping, warehousing and issuing functions, including the operation of motorized equipment and local delivery motor vehicles, the issuance of tools and ensuring that such tools are maintained in good condition and other associated duties as required. In addition these employees shall be engaged in the inspection of aircraft materials and non-aircraft materials, parts and components, to ensure they are duly certificated` in accordance with Transport Canada and Company regulations and are in acceptable condition and meet Company Standards. To operate and provide routine servicing to Company motor vehicles and to ensure proper receipt, safekeeping and delivery of material being transported in the Company vehicles.

8.03.06 **Buyer Analyst**

Must have the ability to perform purchasing functions for the replenishment of goods and services. In addition, have the ability to monitor vendor and supplier performance and, as required, assist in negotiations with suppliers.

An employee who does not successfully meet the requirements of their classification within six (6) months will be required to revert to their former category and classification at the point where currently employed.

8.03.09 **Material Planner**

Must, as a minimum, have the ability and skills in order to plan, identify, procure and purchase materials required for aircraft events in Technical Services.

An employee who does not successfully meet the requirements of their classification within six (6) months will be required to revert to their former category and classification at the point where currently employed.

8.03.10 **Line Expediter**

Must have the ability to procure and ensure delivery of material and services required for aircraft maintenance on an expedited basis.

An employee who does not successfully meet the requirements of their classification within six (6) months will be required to revert to their former category and classification at the point where currently employed.

8.04 General

8.04.01 Promotion to a higher classification in Stock Handling, shall be contingent upon a vacancy in the higher classifications.

8.04.02 The number of Lead Stockkeepers will be established solely by the Company, consistent with manpower requirements, provided that the ratio of Stockkeeper to Lead Stockkeeper at any one point will not exceed sixteen (16) to one (1).

Notwithstanding the terms of the ratio as outlined above, it is further agreed that the number of Stockkeepers assigned to any one Lead Stockkeeper shall not exceed sixteen (16).

8.04.03 Vacancies

The filling of vacancies / promotions to classifications within the Material Control category shall be as follows:

NOTE 1: It is agreed that the procedures and principles of Promotion Bulletins and the privileges of above basic will be applied for administrative purposes for transfers / promotional bulletin listed below.

NOTE 2: In the event of no qualified applicants the Company will hire externally as required.

8.04.03.01 Material Planner

Transfers to Material Planner will be offered, in order of seniority, to the permanent senior, Stockkeeper, Buyer Analyst or Technical Data Controller who has met the requirements of Article 4.05.16 and has submitted a request for transfer prior to the vacancy being available. Selection will be in accordance with the Stockkeeper, Buyer Analyst or Technical Data Controller seniority date.

8.04.04 Employees selected to classifications within the Material Control category will normally be required to remain in their positions for a minimum of twenty-four (24) months.

8.04.05 Line Expediter

Promotions to Line Expediter will be addressed to Material Planner, Buyer Analyst and Stockkeeper who, as a minimum, meet the requirements of Article 4.05.16.

Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4. Employees will compete on the basis of their basic category seniority date.

- 8.04.06 Seniority privileges for external employees hired into classifications within the Material Control category will be limited to those categories and classifications in which an employee establishes seniority.

ARTICLE 9 – RATES OF PAY – LOGISTICS & SUPPLY

- 9.01 Rates of pay, as enumerated, are on a weekly basis and are established on the basis of a working week of forty-two and one half (42 1/2) hours with a one half hour unpaid meal period; if the scheduled working hours are reduced below forty-two and one half (42 1/2) hours, the rate of pay shall be correspondingly reduced.
- 9.02 The Company may, at its discretion, pay higher rates than those established by this Agreement.
- 9.03 For employees hired into the classifications of Stockkeeper, Buyer Analyst, Material Planner and Line Expediter, scheduled advancement in pay will be automatic upon the first day of the pay period, following completion of one (1) year service in the classification for each level of salary scale.

NOTE: Employees with a Company Service Date prior to November 9, 1985, transferring into the above-mentioned classifications, will commence at the third (3rd) level of the salary scale.

- 9.03.01 Employees working in a higher classification other than their own, will continue to accrue salary progression in the lower classification(s) in which they hold seniority in.
- 9.03.02 Permanent employees who accept temporary assignments to positions above and beyond the scope of the Collective Agreement, shall continue to accrue salary progression within their classification, during the temporary assignment. Employees promoted to positions within the Collective Agreement in a higher classification, during the temporary assignment, will assume the new rate of pay for such a position and will accrue salary progression subject to the provisions for their classification.

NOTE: Salary progression will be applicable to employees working in a temporary return to work rehabilitation assignment, under the provisions of Article 16.19.02, subject to the provisions for their classification.

- 9.03.03 Employees who accept Shop Committee positions, in accordance with Article 19.04, will continue to accrue salary progression within their respective classification(s), subject to the provisions for their classification, and if promoted to positions within the Collective Agreement in a higher classification, will assume the new rate of pay for the position and will accrue salary progression subject to the provisions for their classification.
- 9.03.04 Unassigned
- 9.03.05 Qualified ACM Trainer (Logistics & Supply) will be paid a premium of One Hundred and Fifty dollars (\$150.00) per month. Vacancy Notices for these positions will be issued as required in Dorval, Toronto, Calgary and Vancouver, soliciting volunteers from Material handling.

- 9.04 The following are the rates of pay for all classifications in the Logistics & Supply Business Unit covered by this Agreement.

	PERIOD 1			PERIOD 2			PERIOD 3			PERIOD 4		
	APRIL 1, 2016			APRIL 1, 2017			APRIL 1, 2018			APRIL 1, 2019		
<u>LOGISTICS & SUPPLY</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Senior Lead Stockkeeper	\$ 1,263.20	\$ 31.58	\$ 5,492.66	\$ 1,288.46	\$ 32.21	\$ 5,602.51	\$ 1,314.23	\$ 32.86	\$ 5,714.56	\$ 1,340.52	\$ 33.51	\$ 5,828.85
Lead Stockkeeper	\$ 1,206.10	\$ 30.15	\$ 5,244.38	\$ 1,230.22	\$ 30.76	\$ 5,349.26	\$ 1,254.83	\$ 31.37	\$ 5,456.25	\$ 1,279.92	\$ 32.00	\$ 5,565.37
Stockkeeper 7	\$ 1,076.29	\$ 26.91	\$ 4,679.95	\$ 1,097.82	\$ 27.45	\$ 4,773.55	\$ 1,119.78	\$ 27.99	\$ 4,869.02	\$ 1,142.17	\$ 28.55	\$ 4,966.40
Stockkeeper 6	\$ 952.88	\$ 23.82	\$ 4,143.34	\$ 971.94	\$ 24.30	\$ 4,226.21	\$ 991.38	\$ 24.78	\$ 4,310.73	\$ 1,011.21	\$ 25.28	\$ 4,396.95
Stockkeeper 5	\$ 901.10	\$ 22.53	\$ 3,918.17	\$ 919.12	\$ 22.98	\$ 3,996.53	\$ 937.50	\$ 23.44	\$ 4,076.46	\$ 956.25	\$ 23.91	\$ 4,157.99
Stockkeeper 4	\$ 849.88	\$ 21.25	\$ 3,695.48	\$ 866.88	\$ 21.67	\$ 3,769.39	\$ 884.22	\$ 22.11	\$ 3,844.78	\$ 901.90	\$ 22.55	\$ 3,921.67
Stockkeeper 3	\$ 804.54	\$ 20.11	\$ 3,498.29	\$ 820.63	\$ 20.52	\$ 3,568.26	\$ 837.04	\$ 20.93	\$ 3,639.62	\$ 853.78	\$ 21.34	\$ 3,712.41
Stockkeeper 2	\$ 687.54	\$ 17.19	\$ 2,989.58	\$ 701.29	\$ 17.53	\$ 3,049.37	\$ 715.32	\$ 17.88	\$ 3,110.36	\$ 729.62	\$ 18.24	\$ 3,172.56
Stockkeeper 1	\$ 570.49	\$ 14.26	\$ 2,480.60	\$ 581.90	\$ 14.55	\$ 2,530.21	\$ 593.53	\$ 14.84	\$ 2,580.81	\$ 605.40	\$ 15.14	\$ 2,632.43
Line Expediter 6	\$ 1,335.19	\$ 33.38	\$ 5,805.69	\$ 1,361.89	\$ 34.05	\$ 5,921.81	\$ 1,389.13	\$ 34.73	\$ 6,040.24	\$ 1,416.91	\$ 35.42	\$ 6,161.05
Line Expediter 5	\$ 1,290.48	\$ 32.26	\$ 5,611.30	\$ 1,316.29	\$ 32.91	\$ 5,723.53	\$ 1,342.62	\$ 33.57	\$ 5,838.00	\$ 1,369.47	\$ 34.24	\$ 5,954.76
Line Expediter 4	\$ 1,245.77	\$ 31.14	\$ 5,416.86	\$ 1,270.68	\$ 31.77	\$ 5,525.20	\$ 1,296.10	\$ 32.40	\$ 5,635.70	\$ 1,322.02	\$ 33.05	\$ 5,748.42
Line Expediter 3	\$ 1,201.53	\$ 30.04	\$ 5,224.51	\$ 1,225.56	\$ 30.64	\$ 5,329.00	\$ 1,250.07	\$ 31.25	\$ 5,435.58	\$ 1,275.07	\$ 31.88	\$ 5,544.29
Line Expediter 2	\$ 1,156.81	\$ 28.92	\$ 5,030.07	\$ 1,179.95	\$ 29.50	\$ 5,130.67	\$ 1,203.55	\$ 30.09	\$ 5,233.28	\$ 1,227.62	\$ 30.69	\$ 5,337.95
Line Expediter 1	\$ 1,112.59	\$ 27.81	\$ 4,837.76	\$ 1,134.84	\$ 28.37	\$ 4,934.51	\$ 1,157.53	\$ 28.94	\$ 5,033.21	\$ 1,180.68	\$ 29.52	\$ 5,133.87
Material Planner- 6	\$ 1,225.79	\$ 30.64	\$ 5,329.98	\$ 1,250.30	\$ 31.26	\$ 5,436.58	\$ 1,275.31	\$ 31.88	\$ 5,545.31	\$ 1,300.81	\$ 32.52	\$ 5,656.21
Material Planner- 5	\$ 1,168.72	\$ 29.22	\$ 5,081.83	\$ 1,192.09	\$ 29.80	\$ 5,183.46	\$ 1,215.93	\$ 30.40	\$ 5,287.13	\$ 1,240.25	\$ 31.01	\$ 5,392.88
Material Planner- 4	\$ 1,111.63	\$ 27.79	\$ 4,833.59	\$ 1,133.86	\$ 28.35	\$ 4,930.26	\$ 1,156.54	\$ 28.91	\$ 5,028.87	\$ 1,179.67	\$ 29.49	\$ 5,129.45
Material Planner- 3	\$ 1,054.56	\$ 26.36	\$ 4,585.44	\$ 1,075.65	\$ 26.89	\$ 4,677.15	\$ 1,097.16	\$ 27.43	\$ 4,770.69	\$ 1,119.10	\$ 27.98	\$ 4,866.11
Material Planner- 2	\$ 997.94	\$ 24.95	\$ 4,339.25	\$ 1,017.90	\$ 25.45	\$ 4,426.03	\$ 1,038.25	\$ 25.96	\$ 4,514.55	\$ 1,059.02	\$ 26.48	\$ 4,604.84
Material Planner- 1	\$ 940.87	\$ 23.52	\$ 4,091.10	\$ 959.69	\$ 23.99	\$ 4,172.92	\$ 978.88	\$ 24.47	\$ 4,256.38	\$ 998.46	\$ 24.96	\$ 4,341.51
Buyer Analyst 6	\$ 1,079.28	\$ 26.98	\$ 4,692.95	\$ 1,100.87	\$ 27.52	\$ 4,786.81	\$ 1,122.89	\$ 28.07	\$ 4,882.55	\$ 1,145.34	\$ 28.63	\$ 4,980.20
Buyer Analyst 5	\$ 1,007.93	\$ 25.20	\$ 4,382.71	\$ 1,028.09	\$ 25.70	\$ 4,470.36	\$ 1,048.65	\$ 26.22	\$ 4,559.77	\$ 1,069.63	\$ 26.74	\$ 4,650.97
Buyer Analyst 4	\$ 936.58	\$ 23.41	\$ 4,072.47	\$ 955.32	\$ 23.88	\$ 4,153.92	\$ 974.42	\$ 24.36	\$ 4,237.00	\$ 993.91	\$ 24.85	\$ 4,321.74
Buyer Analyst 3	\$ 865.70	\$ 21.64	\$ 3,764.27	\$ 883.02	\$ 22.08	\$ 3,839.55	\$ 900.68	\$ 22.52	\$ 3,916.35	\$ 918.69	\$ 22.97	\$ 3,994.67
Buyer Analyst 2	\$ 794.37	\$ 19.86	\$ 3,454.07	\$ 810.25	\$ 20.26	\$ 3,523.15	\$ 826.46	\$ 20.66	\$ 3,593.62	\$ 842.99	\$ 21.07	\$ 3,665.49
Buyer Analyst 1	\$ 723.02	\$ 18.08	\$ 3,143.83	\$ 737.48	\$ 18.44	\$ 3,206.71	\$ 752.23	\$ 18.81	\$ 3,270.84	\$ 767.27	\$ 19.18	\$ 3,336.26

9.04.01 Midnight Shift - \$2.00 per hour premium for all hours worked between 23:00 and 07:00.

ARTICLE 10 – HOURS OF WORK, WORK SCHEDULES, MEAL PERIOD, OVERTIME, TIME BANK, SICK LEAVE, FIELD AND EMERGENCY WORK AND RELIEF DUTIES

10.01 Hours of Work

10.01.01 For shift scheduling purposes:

- A) The standard full time work week for categories and classifications covered by Articles 6.02 and 6.03 shall be forty (40) hours inclusive of a thirty (30) minute paid meal period. The standard working day shall be eight (8) consecutive hours inclusive of the paid meal period.

NOTE: This does not apply to employees covered under Articles 6.03.02, 6.03.03 and Letter of Understanding no. 26.

The standard part-time work week shall be up to thirty-two (32) paid hours per week and up to eight (8) paid hours per day. The scheduled hours may vary during a given work schedule.

- B) The standard working week for categories and classifications covered by Articles 4.02, 4.03, 8.02 and 8.03 shall be forty two and one half (42.5) hours. The standard working day shall be eight and one half (8.5) consecutive hours.

Only time worked in excess of the standard day, except in the case of rotation of shift, shall be credited as overtime, subject to the provisions of Article 12.

NOTE: For the purpose of overtime calculations, the working day shall be the twenty-four (24) hour period following the start of a regularly scheduled shift. Days off, Statutory and other authorized holidays shall be calculated on a similar basis using the starting time of the preceding regularly scheduled shift. It will be noted that the last day of a group of consecutive days off shall terminate at the start of the next regularly scheduled shift.

10.01.02 Where the standard working week and/or the standard working day are impractical due to the requirements of the service, work schedules and periods of rotation between shifts, mutually satisfactory to the Company and the Union, shall be established prior to posting. Where it is agreed that such work schedules are not the equivalent of a standard work week, time worked on scheduled work days in excess of that arrived at by multiplying the total number of calendar days in the work schedule by 40/7 shall be credited as overtime, subject to the provisions of Article 12. In addition, time worked on scheduled days off shall be credited as overtime.

NOTE 1: Compressed Work Week
See Memorandum No. 4 re Compressed Work Week

NOTE 2: 6/3 Type Work Schedule
See Memorandum No. 5 re 6/3 Type Work Schedule

NOTE 3: Hours of Work ACM Trainers –Airport Cargo Trainers
See Memorandum No. 7

10.01.03 **WORK SCHEDULES**

10.01.03.01 At all points, the working hours shall be posted and the beginning and quitting time for all shifts, whether permanent or temporary, shall not be changed without three (3) calendar days' notice and unless mutually satisfactory to the Company and the Union, except where the requirements of the service dictate otherwise.

10.01.03.01.01 It is recognized that there are basic requirements of work to be performed and certain limits in the time during which this work must be accomplished. With a recognition of these needs, the best possible work schedule can be achieved through a wide degree of discussion and mutual consideration of all the factors involved. Furthermore, it is not possible to establish a standard formula for work schedules which would be applicable to all Business Units, stations and bases.

10.01.03.01.02 In dealing with the question of work schedules, it is the responsibility of the Company to establish the manpower needs at various periods. It is then incumbent on both parties to jointly review all aspects of the situation to arrive at a work schedule to meet the required distribution of staff. It is most important that both parties recognize not only a continuing obligation to work out the most acceptable arrangement to cover the work requirements, but also the joint obligation to refer the matter to a higher level, where necessary, in order to assure that every effort is made to arrive at a mutually satisfactory solution. It is recognized that the maximum notice of any change in a work schedule is most desirable and every effort will be made to arrive at a schedule in time to permit the Union to process any appeal which they consider necessary.

Notwithstanding the above, should the Union submit a shift proposal as provided for in the Collective Agreement (e.g., 6/3, 4/2, 4/4, 4/3 and 5/2) that, in the opinion of the Company:

1. provides coverage equal to or greater than the Company's shift proposal, and
 2. adds no additional cost or additional manpower (man months), and
 3. meets all identified operational and business unit requirements,
- the Company will not unreasonably withhold their agreement so long as all of the above criteria have been met.

- 10.01.03.01.03 In cases where there is a requirement of the service and insufficient time to settle the question, the employees will work the schedule pending finalization of the case. In all other cases, the employees will not be required to work the schedule until the issue has been mutually agreed to or processed to the Third Level of the Grievance Procedure and a decision rendered. In the event that the Union is not satisfied with the final decision concerning work schedules, such decision may be processed to the extent provided within the Agreement.
- 10.01.03.01.04 Work schedule changes will be posted at least three (3) days prior to implementation, unless the requirements of the service dictate otherwise. Although the changing of an employee from one established work schedule to another is not covered by this paragraph, it is agreed however, to continue the past practice of giving at least three (3) days notice, subject only to maintaining reasonable manpower distribution.
- 10.01.03.02 It is not possible to establish standard criteria covering the application of the "principle of seniority" (employees indicating their shift starting times) in conjunction with major changes in Flight Schedules. However, in the interest of efficiency and economy of operations and with a view to reducing associated unproductive costs without seriously affecting employees' working conditions and seniority privileges, it is agreed that local understandings with respect to the bidding process adhere to the following criteria:
- a) The Company will advise the Union at the local Shop Committee when there is a requirement for a work schedule change, providing a minimum of 4 weeks notice from the date of implementation.
 - b) The employees be afforded an opportunity to indicate their shift preference by shift starting times one (1) to four (4) times a year. The number of work schedule changes may vary by work location.
 - c) An employee's ability to fill subsequent vacancies resulting from necessary adjustments in work schedules and/or manpower levels be limited to vacancies where the duration has been or is anticipated to be sixty (60) calendar days or more and that consequential transfers resulting from backfilling such vacancies be limited to two (2). The backfill of the vacancy shall commence within seven (7) days of the vacancy being established. Further, upon the return to work of an employee holding a bid line the process of backfilling that vacancy shall be reversed. This process shall not be deviated from anywhere across the system.
 - d) Vacancies resulting from limiting consequential moves referenced in (b) above and/or vacancies of less than sixty (60) calendar days to be filled by reassignment of an employee(s) and/or new hiring(s).

With the exception of the foregoing, other administrative procedures may be established locally to meet any variance in conditions which may exist

between locations (e.g., functional requirements, manpower distribution, size of station, etc.).

NOTE: This Article does not apply to Technical Services and Logistics & Supply.

10.01.03.03 Full time positions at YFC, YSJ, YQM, YYG, YQT, YXY, YQB stations will be scheduled with a maximum of one (1) split with a minimum of three (3) hours between splits. The Company further commits to a minimum of three (3) hours work unless extenuating circumstances dictated otherwise.

NOTE: This Article does not apply to Technical Services and Logistics & Supply

10.01.04 MEAL PERIOD

10.01.04.01 For Technical Services and Logistics & Supply the length of the unpaid meal period shall be one-half (.5) hour and shall occur within one & one-half (1.5) hours on either side of the midpoint of the shift, unless otherwise mutually arranged locally. It is recognized that occasionally; unusual circumstances may cause the lunch period to fall outside these limits.

The unpaid lunch period may be extended to one (1) hour by the Company to provide eight and one half (8.5) hours for employees covered by Article 10.01.01 A) or for employees covered by Article 10.01.01 B) nine (9) hours coverage per shift, in which case the employee will be paid for the extra one-half (.5) hour as scheduled overtime.

The Company may extend the unpaid lunch period by five (5) minutes to provide a five (5) minute overlap between shifts, in which case no time credit will be allowed for this extension and it will not be considered as time worked.

The unpaid lunch period may be extended to one (1) hour, where possible, if requested by the employees, in which case no time credit will be allowed for this extension and it will not be considered as time worked.

Airport & Cargo Full-time employees shall be entitled to a thirty (30) minute paid meal period which shall commence within one & one-half (1.5) hours on either side of the midpoint of the shift, unless otherwise mutually arranged locally. It is recognized that occasionally; unusual circumstances may cause the lunch period to fall outside these limits.

10.01.04.01.01 Part-time employees may be scheduled up to six (6) hours without a paid meal period. Any shift duration greater than six (6) hours will have a paid thirty (30) minute meal period added to it.

10.01.04.02 In the event an employee is required to work through their scheduled meal period, they will be credited at the rate of pay applicable for that shift.

10.01.05 OFF DUTY PERIOD

- 10.01.05.01 Employees who have worked sixteen (16) consecutive hours (including time spent traveling and/or waiting, paid for under Article 10.04.03 of this Agreement) or more in any one day, will be entitled to eight (8) consecutive hours off duty prior to reporting for work without any loss in straight time earnings.

When an employee is absent for part of his regular shift without loss of straight time earnings and is required to work overtime beyond the regular hours of his scheduled shift, overtime rates will apply to all hours worked beyond the regular hours of the shift.

NOTE: If the sixteen (16) hours extend into the next day because of shift overlap, such extension will be considered as having been worked on the previous day. In the event it is necessary to reduce the "off duty" period in order to have an employee start his next regular shift, he shall be paid at double time to the extent of such reduction, commencing with the start of his regular shift.

10.01.06 **WORK SCHEDULE CHANGE**

- 10.01.06.01 When work or training requirements necessitate the reassignment of an employee's regular rest days off duty, an employee may be required to work a series of days on, with a corresponding series of rest days off duty in accordance with the formula below. The reassignment of rest days shall be completed at the time of the work schedule change, otherwise overtime rates will apply. In summary, the principle of balancing days worked to days off will be applied to a work schedule change.

- 10.01.06.02 When work requirements necessitate the reassignment of an employee's regular rest days off duty, the following formula will apply for determining days worked to days off ratio:

<u>SHIFT</u>	<u>RATIO</u>
5 on 2 off	1 day worked, 1 day off
	2 days worked, 1 day off
	3 days worked, 2 days off
	4 days worked, 2 days off
	5 days worked, 2 days off
6 on 3 off or 4 on 2 off	1 day worked, 1 day off
	2 days worked, 1 day off
	3 days worked, 2 days off
	4 days worked, 2 days off
	5 days worked, 2 days off
	6 days worked, 3 days off
4 on 4 off	1 day worked, 1 day off
	2 days worked, 2 days off
	3 days worked, 3 days off

	4 days worked	4 days off
4 on 3 off	1 day worked,	1 day off
	2 days worked,	2 days off
	3 days worked,	2 days off
	4 days worked,	3 days off

10.01.07 **SHORT SHIFT CHANGE**

10.01.07.01 Although situations which result from the rotation of shifts are excluded from overtime provisions, under circumstances where changing an employee from one established work schedule to another results in a short shift change:

- a) Such changes should be kept to a minimum and only be implemented where it is essential to maintain reasonable manpower distribution, subject to Article 10.01.03.01.04 [i.e., three (3) days notice].
- b) Under circumstances where an individual exceeds twelve (12) hours during the twenty-four (24) hour period, commencing with the start of the preceding regular shift, time and one-half will be applicable to the remainder of the second shift.
- c) Should an individual subsequently exceed the previous number of scheduled shifts in his working week, b) above will be disregarded and the second shift will be considered as overtime and normal premium rates will apply.

10.01.08 **BID PROCESS**

10.01.08.01 Work schedules / bid lines will be bid in classification seniority order.

10.01.08.02 The work schedule will be posted and emailed to all Air Canada employees (at their Air Canada email address) no less than five (5) calendar days prior to the commencement of the bid.

10.01.08.03 Implementation of any new work schedule will occur no less than seven (7) calendar days after the bid process is completed. Employees will be provided their awarded schedule either in hard copy or via electronic means (copy, automated distribution).

10.01.09 **SHIFT AND WORK SCHEDULE ALTERATIONS**

10.01.09.01 An employee changing classification, point, or inter-departmental transfer will be assigned a relief work schedule, until the next work schedule change.

10.01.09.02 An employee's scheduled shift(s) or scheduled shift(s) starting time or scheduled day(s) on/off may be altered to meet training requirements. Notices for such changes will be provided seventy-two (72) hours prior to the new reporting time.

- 10.01.09.03 An employee's start time can be altered by a maximum of sixty (60) minutes when the existing work schedule no longer meets operational requirements. Notice for such start time changes will be seventy-two (72) hours for any changes of thirty (30) minutes and seven (7) days for any changes of sixty (60) minutes. Only one change to an earlier or later start time of thirty (30) minutes or less will be permitted per employee per shift bid period, however a change back to the employee's scheduled shift will also be permitted if required. Only one change to an earlier or later start time greater than thirty (30) minutes and to a maximum of sixty (60) minutes will be permitted per employee per shift bid period.

NOTE: Articles 10.01.08 and 10.01.09 apply to Airport & Cargo

10.02 Overtime

- 10.02.01 All overtime for hours worked shall be credited on a time and one-half basis.
- 10.02.02 Only at those stations where the work schedule requires the application of the 40/7 formula for time recording, the Company may release employees from duty, consistent with manpower requirements.
- 10.02.03 At the end of each pay period, employees with overtime credits will qualify for payment of such credits on a straight time basis.
- 10.02.04 At the end of each pay period, employees owing the Company time, will have such time deducted from their pay on a straight time basis.

10.02.05 RECALL-SCHEDULED DAY OFF AIRPORTS AND CARGO

- 10.02.05.01 Effective April 1, 2016, If an employee is recalled to work on a scheduled day off, the following will apply:

Recall on a Scheduled Day-Off		
Hours Worked	1st Day Off worked (Computed at)	Second and Subsequent Days Off worked (Computed at)
	1.5X	2X

- NOTE 1:** For further clarity, this will only apply to originally scheduled day(s) off. As an example, an employee on RO or MCD will not benefit from this Article.
- NOTE 2:** For further clarity 1.5X/hour applies to the first day off on which the employee works and not necessarily the first scheduled day off.
- NOTE 3:** The application of Article 10.02.06 is excluded from this provision and will continue to be applicable only when recalled prior to the next scheduled working day of the current work cycle.

- 10.02.06 In the case of a recall, a minimum overtime credit of six (6) hours shall be granted provided, however, in the event of an employee working over four (4) hours, a minimum overtime credit of twelve (12) hours shall be granted.

NOTE: A period of duty will be subject to the minimum recall guarantee where an employee is required, after leaving work, to again report for duty and commences work more than two (2) hours prior to the start of his next regularly scheduled shift.

- 10.02.07 No overtime shall be worked, except by the direction of the proper supervisory personnel of the Company, except when the work is necessary and prior authority cannot be obtained. All overtime will be governed on or by a system of rotation, as outlined in the following.

- 10.02.07.01 Rotational overtime lists will be established at all locations for each appropriate group or formation. The purpose of these lists is to predetermine the individuals involved in overtime selection and to assure a fair distribution of overtime. When addressing the fair distribution of overtime, consideration must be given to the unfair shifting of overtime from one classification to another through the use of upgrades for short-term assignments.

- 10.02.07.02 The lists and the method of rotation will be established locally.

- 10.02.07.03 Employees required to work overtime will be advised as far in advance as possible.

- 10.02.07.04 Where the overtime requirement is in conjunction with a shift, all qualified employees on the appropriate overtime list, who are at work, will be canvassed first, unless otherwise agreed to locally. In the event the requirement is not filled by this process and the work involved is of at least two (2) hours duration, the Supervisor will endeavour to secure volunteers from the appropriate overtime list who are not on shift. In the event the requirement is not filled by this process within sufficient time prior to the termination of the shift, the Supervisor may assign the low man on the appropriate overtime list who is on shift.

The Supervisor's determination of the time at which it is no longer reasonable to continue canvassing for volunteers will depend upon such factors as:

- a) Minimum qualifications required for the job involved.
- b) The number of employees required to work the overtime.
- c) Time required to contact and give reasonable notice to the employees being assigned.
- d) The time needed for employees to get to work.

- 10.02.07.05 Where the overtime requirement is not in conjunction with a shift, the Supervisor will first endeavour to canvass all qualified employees on the appropriate overtime list. In the event the requirement is not filled by this process, unless otherwise agreed to locally, the employees on the appropriate overtime list who are at work on the shift preceding the commencement of the overtime, will be required to work.
- 10.02.07.06 If assignment of an employee becomes necessary, the assignment order will be in the same sequence as in the case of normal canvassing. Should an employee be assigned to work against his wishes, he will work the overtime but may subsequently protest through the grievance procedure.
- 10.02.07.07 If an employee has been bypassed and when this bypass has been confirmed between the Company and the Union at the local level, the affected employee will be provided a payment of four (4) hours at the applicable overtime rate. Compensation will be limited to number of hours actually by-passed to a maximum of four (4) hours at the applicable overtime rate. The above is not applicable when-
- a) The employee was not qualified for the job involved.
 - b) Job continuity was involved.
 - c) The employee had not properly indicated his willingness to perform the overtime in accordance with overtime rules.
 - d) There was insufficient time to permit normal canvassing.
 - e) The overtime requirements or part thereof, fell within the hours of the employee's scheduled shift.
 - f) The employee could not be contacted at the time of canvassing.

NOTE: Definitions of the above mentioned overtime bypass exceptions will be established locally, subject to existing provisions/definitions in the Collective Agreement.

- 10.02.07.08 In order to comply with the requirements of the current Canada Labour Code, Part III, local rules governing the method and rotation of overtime for employees covered by this Agreement, must be in accordance with the following:
- a) The total number of overtime hours worked will not exceed one hundred and four (104) hours in each quarter of the calendar year (i.e., 8 hours per week x 13 weeks = 104 hours), commencing January 1st, April 1st, July 1st and October 1st of each year.
 - b) Overtime hours worked for this purpose does not include:

- i) The hours an employee is scheduled to work on a Statutory Holiday
- ii) The hours an employee takes training beyond his normal schedule.
- c) After working a total of one hundred and four (104) hours of overtime in any one quarter, the employee is ineligible to work overtime either "voluntarily or assigned", except as otherwise provided by the Code.

10.02.08 No employee shall be required to work overtime against his wishes, unless:

- a) No other qualified employee, whose name is on the appropriate rotational list, will work overtime on a voluntary basis and,
- b) In the opinion of the Supervisor, based on circumstances existing at the time of the decision, the work is urgently required and there is no other reasonable alternative.

The term "qualified employee" means an employee whose qualifications, in the opinion of the Supervisor, meet the minimum required for the job involved.

10.02.09 In the event an employee is required to work overtime against his wishes, the maximum number of hours he may be required to work shall be four (4) hours in conjunction with a regular shift and eight (8) hours on a regular day off or on a Statutory Holiday. These limitations do not apply to work assignments away from base. It may be necessary, in exceptional circumstances, to exceed the four (4) hour limit in cases involving job continuity or limited staff.

10.02.10 If an employee disagrees with the decision of the Supervisor with respect to required overtime, he will work the overtime but may, subsequently, protest through the grievance procedure.

10.02.11 The Company will endeavour to exhaust all reasonable avenues prior to assigning employees to work overtime against their wishes.

10.02.12 **TIME BANK**

10.02.12.01 At the end of each pay period, all time credits will be paid at the hourly rate. However, at the request of the employee, credits and debits may be accumulated in a Time Bank.

10.02.12.02 Employees electing to participate in the Time Bank shall commence accumulating time credits on the second pay period following advice to the Company on the appropriate form.

10.02.12.03 The use of Time Bank hours shall be subject to Supervision's prior approval, consistent with the manpower requirement of the Company and employee recognition that it may not always be possible to allow time off.

10.02.12.04 The Time Bank shall be limited to plus one hundred and seventy (+170) hours and minus twenty-four (-24) hours.

NOTE: Part time employees may participate in a plus eight-five (+85) hour Time Bank.

10.02.12.05 At the end of each pay period, all time credits, in excess of the maximum time credits, will be paid at the hourly rate in accordance with Article 10.02.03.

10.02.12.06 In the event an employee's Time Record is standing at a minus figure of more than twenty-four (-24) hours, such time will be deducted in accordance with Article 10.02.04.

10.02.12.07 Employees electing to utilize the Time Bank shall advise the Company on HR Connex by completing the appropriate form. Once having elected to participate in the Time Bank, the arrangement shall continue until such time the employee subsequently advises the Company, HR Connex, of his desire to opt out of the Time Bank. If an employee opts out, he may only elect to utilize the Time Bank again at the beginning of a subsequent year.

10.02.12.08 Employees participating in the Time Bank may elect to have positive time credits paid out at each pay period.

When clearance has been requested, all time credits or debits will be provided on the pay cheque no later than the second pay period following the written request.

10.02.12.09 Employees participating in the Time Bank shall have all credits/debits cleared at their rate of pay of the pay period in which the clearance occurs.

10.02.12.10 For Technical Services and Logistics & Supply on or about February 1st, 2016 and on or about April 1st 2017 up to and including April 1st, 2025, the Company will deposit twenty (20) hours into each full-time employee's Time Bank.

NOTE: Should an employee elect not to participate in the Time Bank twenty (20) hours will be deposited on the corresponding pay period referenced above.

10.02.12.11 In order to be eligible for the above, an employee must have worked at least one (1) day within the previous calendar year.

10.02.12.12 For Airports & Cargo on or about February 1st, 2016 and on or about April 1st 2017 up to and including April 1st, 2025, the Company will deposit sixteen (16) hours into each full-time employee's and 8 hours into each part-time employee's Time Bank

NOTE: Should a Full-time employee elect not to participate in the Time Bank sixteen (16) hours will be deposited on the corresponding pay period referenced above.

NOTE: Should a Part-time employee elect not to participate in the Time Bank eight (8) hours will be deposited on the corresponding pay period referenced above.

10.02.12.13 In order to be eligible for the above, an employee must have worked at least one (1) day within the previous calendar year.

10.03 Sick Leave

10.03.01 Sick Leave will be allowed in accordance with provisions in Company Regulations Manual.

10.04 Field and Emergency Work

10.04.01 The method of selection of employees for these assignments will be arranged locally, in accordance with the following general principles.

10.04.01.01 The Company will determine the minimum number of employees by category, qualifications by aircraft type and as regards valid travel documents, with the maximum number being established through discussion with the Union at the local level as required. All of this will be advertised by Vacancy Notice.

10.04.01.02 Unless otherwise agreed to locally, a "Rotational List" will be established from all qualified applicants. In the event that insufficient bids are received, sufficient qualified employees will be assigned, as required, to fill the vacancies (minimum).

10.04.01.03 The selection of individuals for a specific assignment will be as follows:

- a) Where there are three (3) hours or more notice of forecast departure, the requirements will be filled from employees on the "Rotational List" in effect. Employees on overtime duty are not eligible for such assignments, except for those working on their regular days off who can be released from duty by the Company without any replacement being required on an overtime basis.
- b) Where there are less than three (3) hours notice of forecast departure, the selection or assignment will be limited to employees on the "Rotational List" who are on regular scheduled duty. If there are insufficient such personnel, other qualified employees on regular scheduled duty, will be canvassed and selected, or assigned, as necessary.

- c) If assignment of employees from the "Rotational List" becomes necessary, the assignment order will be in the same sequence as for normal rotation of the list.

10.04.01.04 If an employee is inadvertently bypassed for an assignment, he will be given first choice to the next similar assignment, regardless of his position on the "Rotational List", subject to 10.04.01.03 a) and b) above.

10.04.02 When employees are, by order of the Company, required to engage in field work away from their base station, they shall be compensated for such work on the same basis as they were compensated at their base station.

10.04.03 Time consumed in traveling will be compensated for on a straight time basis.

Time spent waiting at an airport, when the employee is unable to travel as planned, will be considered as traveling time for the purposes of this provision.

NOTE: This Article does not apply for employees expected to perform their normal work functions during a flight.

10.05 Relief Duties

10.05.01 An employee who is assigned to assume the duties of an employee in a higher classification, shall be paid at the minimum rate, subject to the NOTE below, of the classification in which relieving, provided that the duration of such relief is for a period of at least one (1) full work day or more. All paid periods of relief in a higher classification, shall be accumulated toward the scheduled advancement in pay within the classification scale.

NOTE 1: In the event that such employee is holding laid-off status in the classification to which assigned, or has previously served in such classification in an acting capacity, he shall be paid at the current rate for the position in the scale which he previously attained. In the event that such employee has previously served the necessary time for a higher scale rate, but did not receive the rate by reason of such service terminating before payment became effective, he shall be considered as having attained the higher rate.

NOTE 2: Effective June 15, 1997, Lead Station Attendants and Station Attendants who become "fully qualified" as per Article 6.04.02 and complete above basic training in a classification(s), will be required to perform acting/relief assignments in the above basic classification(s) during the period of one (1) year following his becoming fully qualified, in situations where normal staffing processes do not provide the required coverage. Should the assignment of employees become necessary, the assignment will be in accordance with a process agreed to locally.

- NOTE 3:** Scheduled advancement in pay will be based on the following:
- a) Twenty-six (26) weeks will be administered on the basis of time actually worked, and will be based on nine hundred and fifty-two (952) hours.
 - b) A calendar year will be administered on the basis of time actually worked, and will be based on one thousand, nine hundred and four (1,904) hours.
 - c) Two (2) calendar years will be administered on the basis of time actually worked, and will be based on three thousand, eight hundred and eight (3,808) hours.

10.05.02 When relief is required at regular intervals in a higher classification, on a pre-planned basis, to supply coverage in that classification not provided by the established work cycle, it shall be considered cycle relief. Cycle relief shall be paid for as of the end of each pay period, at the difference between the employee's regular hourly rate and the hourly rate of the classification in which relieving, times the total hours of such relief.

10.05.03 Acting/Relief Assignments – Customer Service Agent – Weight & Balance

10.05.03.01 First consideration will be given in order of seniority (basic classification) to interested Station Attendants and/or Lead Station Attendants holding a current Air Canada "Load Dispatch Certificate" endorsed for at least one type aircraft operating through the station.

10.05.03.02 Secondary consideration will be given in order of seniority (basic classification), to interested Customer Service Agents holding a current Air Canada "Load Dispatch Certificate" endorsed for at least one type aircraft scheduled to operate through the station.

10.05.03.03 The method of selection of employees for such assignments in these classifications will be established locally in accordance with the following general principles.

- a) The Company will determine the number of employees needed to meet operational requirements.
- b) Qualified Lead Station Attendants and Station Attendants will be advised of the acting/relief requirements (number of temporary vacancies), by Vacancy Notice or contacted in seniority order (basic classification).
- c) As a secondary consideration and with a view to reducing forced assignments, qualified Customer Service Agents will be eligible for selection to the extent of the unfilled vacancies. In the event a Vacancy Notice is utilized, the "secondary consideration" aspect will also be included, otherwise qualified employees will be canvassed in seniority order (basic classification).

- d) The acting/relief requirement will be identified, coincidental with the establishment of the manpower requirements (e.g., Winter Flight Schedule).
- e) A "Rotational List" will be established in accordance with b) and c) above and qualified employees will be assigned to the extent of unfilled vacancies.
- f) Employees selected and/or assigned, will be provided with Certificated Load Agent Training as required. This will include the necessary endorsements to meet operational requirements (i.e., a minimum of one (1) endorsement less than the total number of aircraft types scheduled to operate through the station), as well as A.L.P.A.C. Training.
- g) Employees successfully completing the training will have their names placed on a "Rotational List" in order of seniority (basic classification) and the duration of the assignment will be one (1) year.
- h) Acting/relief requirements will be filled from employees on the "Rotational List".
- i) If assignment of employees from the "Rotational List" becomes necessary, the assignment order will be in the same sequence as for normal rotation of the list.
- j) If an employee is inadvertently bypassed for an assignment, he will be given first choice to the next similar assignment, regardless of his position on the "Rotational List".

10.05.03.04 The acting/relief assignment(s) of a qualified employee on the "Rotational List", will not be terminated under circumstances where such an employee is provided with the necessary endorsements to meet operational requirements (as per Paragraph .03(f) above), unless a more senior, fully qualified employee, is prepared to fulfil the entire requirement.

Any location experiencing acting/relief assignment difficulties (i.e., insufficient volunteers to meet operational requirements), should review their situation with the appropriate General Chairperson, in order to avoid the assignment of any employee who "qualified" prior to April 3, 1978.

10.05.04 **Acting/Relief Assignments – Lead Station Attendant**

10.05.04.01 The Company will determine the number of employees needed to meet operational requirements coincidental with the establishment of the manpower requirements of each flight schedule.

- 10.05.04.02 Employees will be advised of the estimated acting/relief requirements (number of Acting Lead Station Attendants required), in advance of such schedule changes (local notice).
- 10.05.04.03 Consideration will be given in order of seniority to interested Station Attendants who have passed the qualifying examinations (LOU #29).
- 10.05.04.04 During the period of their acting assignment, every effort will be made to provide these employees with the Lead Station Attendant Training Course.
- 10.05.04.05 An individual with the basic qualifications who has turned down the opportunity to attend a Lead Station Attendant Training Course during the previous twelve (12) months, can be bypassed in the selection of individuals for relief assignments.
- 10.05.04.06 The acting/relief assignment of a fully qualified employee (LOU #29 and Lead Station Attendant Training Course), filling such a requirement, will not be terminated unless a more senior "fully qualified" employee is prepared to fulfil the entire assignment (entire flight schedule).
- 10.05.04.07 An employee who has become "qualified" (LOU #29) will not be required to perform acting/ relief assignments as a Lead Station Attendant. An employee who has become "fully qualified" (LOU #29 and Lead Station Attendant Course) will be required to perform acting/relief assignments as a Lead Station Attendant during the period of one year following his becoming "fully qualified", in situations where normal staffing processes do not provide the required coverage.

10.05.05 Acting/Relief Assignments – Customer Service Agent

- a) All Acting Customer Service Agent vacancies (relief assignments) will be filled on a local basis.
- b) Lead Station Attendants and Station Attendants, need to have passed (LOU #29) to be considered for Acting Customer Service Agent positions (relief assignments). If possible, individuals selected for such assignments must attend and pass the appropriate baggage and cargo training course(s) prior to performing the relief assignment. If an individual with the basic qualifications has turned down the opportunity to attend baggage or cargo training course(s) during the previous twelve (12) months, he can be bypassed in the selection of individuals for relief assignments.
- c) Part-Time Customer Service Agents may be considered for acting/relief assignments in the classification of Customer Service Agent.

NOTE: For the purpose of determining the senior individual, a part-time Customer Service Agent who has no previous service as

a Station Attendant will use their date of part-time Customer Service Agent.

10.06 Relief Shift Schedules

- 10.06.01 Relief work schedules will be developed as follows:
- 10.06.02 Relief required to cover short-term absences will be developed on a 5x2/4x3 base shift patterns based on stations compression percentages. These schedules are not subject to change throughout the work schedule.
- 10.06.03 Relief assignments for vacation relief employees will be developed following seniority in accordance with preference sheets submitted by relief employees subject to operational requirements and qualifications. Vacation relief employees may be utilized to backfill any absence/vacancy. Employees will be provided seventy-two (72) hours notification for any change in work schedule.
- 10.06.04 All remaining relief employees will be utilized to backfill any absence/vacancy and their schedule will be subject to change through the life of the work schedule. Employees will be provided seventy-two (72) hours notification for any change in work schedule.
- 10.06.05 Where possible, schedules will be produced for a minimum of thirty (30) days.
- 10.06.06 Surplus staff absorbed by the Company will be assigned to a relief schedule over and above the planned Relief requirements. Surplus staff will be planned within the Vacation relief pool as identified in 10.06.03.

10.07 Time Credits for Non-Productive Training

- 10.07.01 Attendance by full-time employees at all Company approved training classes outside of scheduled working hours, shall be credited at the applicable overtime rate. Part-time employees who attend such training shall receive overtime pay in accordance with the Canada Labour Code.
- 10.07.02 Where the employee takes training during the hours of his regularly scheduled shift, the training hours will be considered as time worked; therefore, if the employee is also required to work overtime on that same day, the normal premium rates will apply to such overtime work.
- 10.07.03 Unassigned
- 10.07.04 Unassigned
- 10.07.05 Assignments to classroom training courses of more than one (1) week's duration involve a change in work schedule and with the exception of time spent training on regular day(s) off, which is compensated at straight time, employees will be compensated in accordance with Article 10.01.06 and traveling time credits as applicable.

10.07.06 Unassigned

10.08 Pay Cheques

10.08.01 Underpayments in a pay cheque due to a Company administrative error, which is in excess of Fifty Dollars (\$50.00) "gross", will be reimbursed within four (4) working days of Winnipeg Payrolls receiving advice of such an underpayment.

10.08.02 Employee pay cheques will be deposited directly in an account designated by the employee at any recognized financial institution within the territorial limits of Canada. The pay statement will be sent via Canada Post to the address designated by the employee.

ARTICLE 11 – PROBATION

11.01 A new employee will not become a permanent employee until he has completed a probationary period of twenty-six (26) weeks.

NOTE : Where an employee is hired and released prior to the completion of twenty-six (26) weeks and where the Company elects to rehire the same employee into the same classification within twelve (12) calendar months from the date of the termination of the former assignment, then such probationary period will be cumulative.

11.02 The Company reserves the sole right to make decisions regarding the retention, transfer and rate of pay of a new employee, at any time during the probationary period, but agrees to notify the Union of the action being taken within fourteen (14) days following completion of the probationary period.

11.03 A permanent employee transferring from one category to another in a position covered by this Agreement (including transfers from one Business Unit to another), will not become permanent in the new category until such time as he has completed a probationary period of eighteen (18) weeks.

11.04 In the event that an employee, referenced in Article 11.03, does not complete the probationary period, he will return to his former category/classification and point, with all previously established seniority, as referenced in Article 16.12.02. The Company will advise the Union of such a situation within fourteen (14) days following completion of the probationary period.

ARTICLE 12 – STATUTORY HOLIDAYS

12.01 The following Statutory Holidays, or overtime credit, or equivalent time off by virtue of work schedules, which include additional days off in lieu of Statutory Holidays, will be granted to all employees covered by this Agreement.

New Year's Day

Good Friday

Victoria Day

St. John the Baptist Day (option)

Canada Day

Holiday Labour Day

Thanksgiving Day

Remembrance Day (option)

Christmas Day

Boxing Day

NOTE 1: New employees must be in the employ of the Company for at least thirty (30) consecutive days, prior to a Statutory Holiday, to be eligible for such benefit.

NOTE 2: Employees who have been absent from work, excluding vacation, in excess of thirty (30) consecutive days immediately prior to a Statutory Holiday, will not be eligible for such benefit. Interruption of this benefit will cease upon return to active employment.

NOTE 3: Employees must advise local management of their choice of the optional Statutory Holiday (St. John the Baptist Day or Remembrance Day), by December 31st of the preceding year. Failure to provide such advice will result in assignment of the holiday at the Company's discretion.

NOTE 4: In the province of Quebec, employees will be required to take St. John the Baptist Day as the optional Statutory Holiday.

12.02 In the event that an employee's regular scheduled day off falls on one of the above-listed Statutory Holidays, he may be assigned, in lieu of such Statutory Holiday, an additional day off on the scheduled working day either immediately preceding or following the Statutory Holiday. Under circumstances where an employee is not assigned such a day off, he will be credited with twelve (12) hours at straight time.

12.03.01 In the event that a Statutory Holiday(s) falls during an employee's first fourteen (14) days of absence due to sickness or injury, he will be assigned, in lieu of the Statutory Holiday(s), an additional day(s) off on a scheduled working day(s),

before December 31st of the same year. In the event that the day(s) cannot be assigned by December 31st, the employee will be credited eight (8) hours at straight time in lieu of the holiday(s).

- 12.03.02 If a Statutory Holiday(s) falls after the first fourteen (14) days when an employee is absent due to long-term sickness (GDIP) or injury (Workers' Compensation/C.S.S.T.), time credits or alternate time off will not be granted.

ARTICLE 13 – VACATIONS & GENERAL HOLIDAYS

- 13.01 Effective January 1, 2003, the way in which vacation is earned was changed from an accrual method to an “earn-as-you-work” approach, where any employee’s years of company service determine that amount of vacation the employee will receive in that given year. Employees will receive their increased vacation entitlement in the year in which they reach a company service vacation milestone.

Employees who have completed less than one (1) year of continuous service by December 31st of each year, will be granted vacation leave with pay in accordance with the following chart for each full month of continuous service up to December 31st.

Full Calendar Months of Continuous Service	Calendar Days of Vacation With Pay
1	1
2	2
3	4
4	5
5	6
6	7
7	8
8	9
9	11
10	12
11	13

NOTE 1: A full calendar month of service for vacation purposes will be credited if an employee commences Company service on the first working day of the month, provided all days of the month, before commencement of employment, are Statutory Holidays and/or regular days off in the employee's work cycle.

Employees who will complete one (1) year or more of continuous service by December 31st of each year, will be granted two (2) weeks [fourteen (14) calendar days] vacation with pay.

Employees who will complete five (5) years or more of continuous service by December 31st of each year, will be granted three (3) weeks [twenty-one (21) calendar days] vacation with pay.

Employees who will complete fifteen (15) years or more of continuous service by December 31st of each year, will be granted four (4) weeks [twenty-eight (28) calendar days] vacation with pay.

Employees who will complete twenty-five (25) years or more of continuous service by December 31st of each year, will be granted five (5) weeks [thirty-five (35) calendar days] vacation with pay.

NOTE 2: An employee exercising bumping privileges, who is out of the employ of the Company for a period of not more than thirty (30) clear calendar days from date of lay-off, will not be considered as having a break in service for purposes of calculating vacation credits.

13.02 The periods of vacation outlined in Article 13.01 will be exclusive of Statutory Holidays which may occur during the vacation period.

In the event that a Statutory Holiday(s) falls within an employee's vacation period, the employee will have, unless otherwise agreed to locally, the option of:

- a) Taking the day(s) in conjunction with the specific vacation period in which the Statutory Holiday(s) falls;
- b) Taking the day(s) at a mutually agreed to time within the calendar year after the Statutory Holiday(s) occurs.

In the event the compensatory day(s) cannot be granted by December 31st of the calendar year, the employee will be credited with seven and one half (7.5) hours for employees covered by Article 10.01.01A) or eight (8) hours for employees covered by Article 10.01.01B) at straight time.

13.03 If an employee leaves the Company part way through the year and has already taken their full year's vacation entitlement, the difference between the final time payment calculation for vacation earned up until the date of termination and the vacation time already taken within the current calendar year shall be repaid to the Company. Specifically, any vacation that has been taken, but not earned, in the year in which an employee is on a leave of absence, is laid-off or terminates employment with the Company will be withheld from their final pay cheque as will any other final time payment monies that are owed to the employee by the Company.

The twelve (12) month calendar year will be reduced by one (1) month for each complete unit of thirty (30) consecutive days of personal leave of absence or lay-off. This number will then be multiplied by the employee's annual vacation entitlement (i.e., 14/12 for two (2) weeks; 21/12 for three (3) weeks; 28/12 for four (4) weeks; and 35/12 for five (5) weeks to arrive at the number of calendar days vacation to be granted.

In the event that excess vacation taken prior to separation cannot be repaid from final time payments, such situations will be reviewed by the Company and the Union on a case by case basis to determine how reimbursement will be provided to Air Canada.

13.04 Vacations will be taken at such times as the services of the employee can be spared.

NOTE: Every effort will be made towards granting vacations in the summer months to as large a number of employees as possible, within the limits imposed by the need to maintain efficient operation of the Company. It is recognized that it is not possible to establish standard formula for vacations, which would be applicable to a whole department since, while it would still be necessary to spread vacations evenly throughout the year under some conditions, such is not the case at all bases and stations and in the latter cases, the peak work loads do not occur necessarily at the same time of the year. The only logical and equitable manner to establish vacation schedules is to discuss the matter at each point on the basis of the local conditions at that point.

***This note is not applicable to Line Maintenance.**

13.05 Employees with two (2) or three (3) weeks vacation credits, may elect to split their vacation (in weekly increments) into two (2) periods. Employees with four (4) and five (5) weeks vacation credits, may elect to split their vacation into three (3) periods. The method of selection for the first period of vacation, will be in accordance with Article 13.06. Selection of the second period will be determined after all employees have indicated their first choice. Selection of the third period will be determined after all employees have indicated their second choice. Selection of the fourth period will be determined after all employees have indicated their third choice.

NOTE: Employees may elect to split their vacation entitlement into weekly or shift cycle increments, provided that backfill, if required, comes from a work schedule that does not require a change in regular fixed days off of the relief employee.

The determination of the number of weekly splits will occur annually, prior to vacation schedules being established.

If required, selection of the fifth period will be determined after all employees have indicated their fourth choice.

Vacation guide charts established for various shift schedules are based upon the principle, that by granting vacation in conjunction with Regular Days Off (R.D.O.'s) and permitting employees to split their vacation entitlement into weekly increments, the total number of working days cannot exceed the number of working days involved, had the employee taken the entire vacation entitlement at one time.

13.06 a) This Article is applicable to Line Maintenance exclusively

Management shall provide lists based on the applicable cycles, side of the week or shift patterns, as it deems appropriate within the work location. The employees shall be required to indicate their preference for vacation periods, in sufficient time to permit posting of approved vacation lists by December 15th of the year preceding that in which the vacation will be taken. Such preference shall be granted on the basis of the last permanent Company starting date. After vacation periods have been established, they will not be altered without mutual agreement by the Union and the Company.

Employees electing to transfer once vacation canvassing has been completed will be permitted to keep their selected vacation only if that selection is available at their new location. Should their previously selected vacation not be available they will need to select new vacation on the remaining availability.

13.06 b) Management shall provide lists and the employees shall be required to indicate their preference for vacation periods, in sufficient time to permit posting of approved vacation lists by December 15th of the year preceding that in which the vacation will be taken. Such preference shall be granted on the basis of the last permanent Company starting date. After vacation periods have been established, they will not be altered without mutual agreement by the Union and the Company.

13.07 Employees terminating employment with the Company for any reason, or laid-off (with the exception of those exercising bumping rights), will receive pay for accrued vacation. In the case of an employee whose continuous service qualifies him for two (2) or more weeks annual vacation entitlement, any part year vacation pay will be calculated by multiplying the number of full calendar months service in the part year by either 14/12, 21/12, 28/12, 35/12, for either 2, 3, 4, or 5 weeks respectively, of annual entitlement, to arrive at the number of calendar days to be paid. The date of separation will not be extended beyond the date of actual termination of employment.

13.08 Under circumstances where an employee with an outstanding vacation entitlement is placed on GDIP during a calendar year and does not return to work during that year, the employee will be given the option of either:

- a) Deferring the outstanding vacation, which must be taken immediately following termination of GDIP and prior to returning to work, or,
- b) Being placed on "vacation" for the outstanding period prior to December 31st, in order to receive normal pay and extend the benefit period.

If an employee is absent from work, due sickness or injury, for a clear calendar year, he shall not be entitled to vacation credits he would have normally taken in that year.

Example:

Employee is injured November 1, 1989 with no outstanding vacation for the year 1989, employee returns to work February 15, 1991. Said employee will not be entitled to vacation credits for the year 1990, however he will be eligible for his normal vacation credit in 1991 based on Article 13.01.

13.09 In any given year, the vacation entitlement of an employee absent on account of illness, maternity or parental leave for more than 60 consecutive days will be pro-rated.

13.10 The method of determining vacation entitlement under circumstances where an employee switches from a 5/2 to a 6/3 type work schedule or vice versa after approved vacation lists are posted (Article 13.06).

When an employee has not taken any vacation, the vacation entitlement will be assigned based on the number of working days provided for by the employee's work schedule (appropriate Vacation Guide Chart) in effect at the time the first vacation period commences.

When an employee has taken a portion of earned vacation on either a 5/2 or 6/3 type work schedule, the vacation entitlement will be determined as follows:

- a) Four (4) weeks vacation entitlement and employee works a standard 5/2 work schedule, the total working days vacation entitlement is twenty (20). Employee takes one (1) week of vacation and changes to a 6/3 type work schedule which results in twenty (20) working days minus five (5) working days for a total of fifteen (15) working days vacation remaining.
- b) Four (4) weeks vacation entitlement and employee works a 6/3 type work schedule, the total working days vacation entitlement is nineteen (19). Employee takes one (1) week of vacation and changes to a 5/2 work schedule which results in nineteen (19) working days minus six (6) working days for a total of thirteen (13) working days vacation remaining.

13.11 Vacation Sliding Chart

Vacation Sliding Grid Master - IAM										
6 x 3 Schedules	Previous Week			Sun	Mon	Tue	Wed	Thur	Fri	Sat
	Thur	Fri	Sat							
Vacation week bid	X	X	X	W	W	W	W	W	W	X
Vacation week bid	W	X	X	X	W	W	W	W	W	W
Vacation week bid	W	W	X	X	X	W	W	W	W	W
Vacation week bid	W	W	W	X	X	X	W	W	W	W
Vacation week bid	W	W	W	W	X	X	X	W	W	W
Vacation week bid	W	W	W	W	W	X	X	X	W	W
Vacation week bid	W	W	W	W	W	W	X	X	X	W
Vacation moves BACK to day 1 in Previous Week	X	W	W	W	W	W	W	X	X	X
Vacation week bid	X	W	W	W	W	W	W	X	X	X
Vacation moves BACK to day 1 in Previous Week	X	X	W	W	W	W	W	W	X	X
Vacation week bid	X	X	W	W	W	W	W	W	X	X
Vacation moves BACK to day 1 in Previous Week	X	X	W	W	W	W	W	W	X	X
4 x 2 Schedules	Previous Week			Sun	Mon	Tue	Wed	Thur	Fri	Sat
	Thur	Fri	Sat							
Vacation week bid	W	X	X	W	W	W	W	X	X	W
Vacation week bid	X	X	W	W	W	W	X	X	W	W
Vacation moves BACK to day 1 in Previous Week	X	X	W	W	W	W	X	X	W	W
Vacation week bid	X	W	W	W	W	X	X	W	W	W
Vacation week bid	W	W	W	W	X	X	W	W	W	W
Vacation week bid	W	W	W	X	X	W	W	W	W	X
Vacation week bid	W	W	X	X	W	W	W	W	X	X
4 x 4 Schedules	Previous Week			Sun	Mon	Tue	Wed	Thur	Fri	Sat
	Thur	Fri	Sat							
Vacation week bid	X	X	X	W	W	W	W	X	X	X
Vacation week bid	X	X	X	X	W	W	W	W	X	X
Vacation week bid	W	X	X	X	X	W	W	W	W	X
Vacation week bid	W	W	X	X	X	X	W	W	W	W
Vacation week bid	W	W	W	X	X	X	X	W	W	W
Vacation week bid	W	W	W	W	X	X	X	X	W	W
Vacation week bid	W	W	W	W	X	X	X	X	W	W
Vacation week bid	X	W	W	W	W	X	X	X	X	W
Vacation moves BACK to day 1 in Previous Week	X	W	W	W	W	X	X	X	X	W
Vacation week bid	X	X	W	W	W	W	X	X	X	X
Vacation moves BACK to day 1 in Previous Week	X	X	W	W	W	W	X	X	X	X
4 x 3 Schedules	Previous Week			Sun	Mon	Tue	Wed	Thur	Fri	Sat
	Thur	Fri	Sat							
Vacation week bid	X	X	X	W	W	W	W	X	X	X
Vacation week bid	W	X	X	X	W	W	W	W	X	X
Vacation week bid	W	W	X	X	X	W	W	W	W	X
Vacation week bid	W	W	W	X	X	X	W	W	W	W
Vacation week bid	W	W	W	W	X	X	X	W	W	W
Vacation week bid	X	W	W	W	W	X	X	X	W	W
Vacation week bid	X	X	W	W	W	W	X	X	X	W
Vacation moves BACK to day 1 in Previous Week	X	X	W	W	W	W	X	X	X	W
5 x 2 Schedules	Previous Week			Sun	Mon	Tue	Wed	Thur	Fri	Sat
	Thur	Fri	Sat							
Vacation week bid	W	X	X	W	W	W	W	W	X	X
Vacation week bid	W	W	X	X	W	W	W	W	W	X
Vacation week bid	W	W	W	X	X	W	W	W	W	W
Vacation week bid	W	W	W	W	X	X	W	W	W	W
Vacation week bid	W	W	W	W	W	X	X	W	W	W
Vacation week bid	W	W	W	W	W	X	X	W	W	W
Vacation week bid	X	W	W	W	W	W	X	X	W	W
Vacation moves BACK to day 1 in Previous Week	X	W	W	W	W	W	X	X	W	W
Vacation week bid	X	X	W	W	W	W	W	X	X	W
Vacation moves BACK to day 1 in Previous Week	X	X	W	W	W	W	W	X	X	W

employees request to slide forward on the applicable 4x2 schedule.

In the example below, the employee on the corresponding shift pattern wishes to bid his vacation in order to attend a wedding on Saturday the 8th.

As per the sliding chart, if he bids Week 3, he will be assigned vacation starting Thursday the 13th. If he bids week 2, the sliding chart would by default move him back to Saturday the 1st.

In such a situation, the employee will bid week 2 and make a request to slide forward instead. The company will make every effort to accommodate an employee's request to slide forward on the applicable 4x2 schedule.

	WEEK 2							WEEK 3						
<u>SAT 1</u>	<u>SUN 2</u>	<u>MON 3</u>	<u>TUE 4</u>	<u>WED 5</u>	<u>THURS 6</u>	<u>FRI 7</u>	<u>SAT 8</u>	<u>SUN 9</u>	<u>MON 10</u>	<u>TUES 11</u>	<u>WED 12</u>	<u>THUR 13</u>	<u>FRI 14</u>	<u>SAT 15</u>
W	W	W	W	X	X	W	W	W	W	X	X	W	W	W

13.12 Vacation

1. Within each classification, vacation liability shall be made available evenly though-out the year (flat lined). Where required the company will combine the liability between classifications for calculation, distribution and bidding purposes. For greater clarity the formula for determining the flat line availability shall be:

Vacation Liability ÷ 52 weeks = flat line total. The formula shall be applied at each station by classification.

2. The result of the formula in item #1 above shall be rounded down to the nearest whole number when it has decimal of 0.4 or less and shall be rounded up to the next whole number when the decimal is 0.5 or greater. The residual total of rounding down and 100% of the GHO liability will be distributed at the Company's discretion.
3. The vacation year shall commence the second (2nd) week of January in each year so as to allow Christmas and New Year to be in the same vacation year.
4. Vacation shall be bid by the week and shall commence in accordance with the applicable vacation slide chart in 13.11 b).

5. Vacation bidding will take place first with the GHO bid commencing upon the conclusion of the vacation bid.
6. Both vacation and GHO slots will be made available for bidding during the Vacation bid. GHO bidders will select from the remaining slots not consumed during the vacation bid. GHO will be taken in a single block of time off and cannot be split.
7. GHO for full-time employees shall be 40 hours of paid time off work and shall be 20 hours of paid time off work for part-time. Employees will bid full work days on their rotation. Reconciliation of hours taken vs. hours owed will be administered following the conclusion of each calendar year.

For greater clarity employees on 5x2, 6x3, 4x2 (8 hours shift) will bid 5 work days and employees on a 4x3 (10 hour shift) will bid 4 work days for a total of 40 hours of paid time off. Employees on 4x4 (10:40 shift) will bid 4 work days and will have the hours exceeding 40 reconciled (recovered) at year end and employees on 4x3 (9:20 shift) will bid 4 work days and have the remaining hours of pay reimbursed. Reconciliation and reimbursement of pay will occur at the conclusion of each calendar year.

8. Understanding the unique circumstances of stations with de-ice operations (currently YYC LSA/SA classifications and YHZ) Article 1, 2, 9 are not applicable. The 2016 vacation plan will be utilized as the base line for the purposes of the planned liability in the peak periods (January to March and July to August). In the event any station ceases to staff for de-ice operations, they will become subject to terms of this Article.

***This Article is applicable to Airports and Cargo exclusively**

13.13 General Holidays

TMOS employees (with the exception of Technical Services, Logistics and Supply and GSE), who have ten (10) or more years of service, will receive one (1) week of additional paid time off in the form of general holidays.

General Holiday entitlement for full-time employees shall be 40 hours of paid time off work and shall be 20 hours of paid time off work for part-time.

General Holiday liability will be planned and bid out as outlined in Article 13.12.

ARTICLE 14 – LEAVE OF ABSENCE

14.01 Leave of Absence – General

- 14.01.01 When a leave of absence is granted, the employee shall retain his seniority rights. However, should he engage in other employment while on his leave of absence, he shall lose his seniority rights unless special permission has first been obtained from Labour Relations and the appropriate General Chairperson.
- 14.01.02 The terms of the permission must be in writing, a copy of which will be given to the Union.

14.02 Leave of Absence – Personal

- 14.02.01 Consistent with the manpower requirements, an employee, upon written request through his immediate Supervisor, may be granted leave of absence without pay for a period not to exceed ninety (90) days. This period may be extended by mutual consent of Labour Relations and the appropriate General Chairperson.

14.03 Leave of Absence – Maternity

Maternity Leave – A leave of absence without pay shall be granted to employees in accordance with the following.

- 14.03.01 Every employee with six (6) months of continuous service shall be granted a maternity leave in accordance with Articles 14.03.02 through 14.03.08.
- 14.03.02 The employee must request maternity leave in writing, accompanied by a medical certificate, certifying pregnancy and specifying the estimated date of her confinement, four (4) weeks in advance of the date such leave is desired. The request will also indicate the length of leave intended to be taken.
- 14.03.03 Maternity leave shall consist of a single period not exceeding nineteen (19) weeks if confinement occurs on or before the date specified in the medical certificate, or a single period of nineteen (19) weeks plus an additional period equal to the period between the date specified in the medical certificate and the actual date of confinement occurs after the date specified in the medical certificate.
- 14.03.04 Maternity leave may commence no earlier than eleven (11) weeks preceding the date specified in the medical certificate, except upon agreement between the employee and the Company, supported by a medical certificate.
- 14.03.05 Reference herein to a medical certificate shall mean a certificate signed by a qualified medical practitioner chosen by the employee.

- 14.03.06 Every employee who intends to take or is on maternity leave shall give at least four (4) weeks notice, in writing, of any change in the length of leave intended to be taken.
- 14.03.07 An employee returning from an authorized maternity leave shall be returned to her former position or to a comparable position in the same classification, subject to Article 16.
- 14.03.08 The total amount of maternity leave and child care leave (14.04) shall not exceed fifty-two (52) weeks.

14.04 Leave of Absence – Child Care Responsibilities

Child Care Leave – A leave of absence without pay shall be granted to employees in accordance with the following.

- 14.04.01 Every employee with six (6) months of continuous service, who has or will have the actual care and custody of a new-born child, shall be granted a child care leave in accordance with Articles 14.04.02 through 14.04.08.
- 14.04.02 The employee(s) must request child care leave in writing at least four (4) weeks in advance of the date such leave is desired.
- 14.04.03 The request must specify the desired date the leave will commence and terminate.
- 14.04.04 The leave will consist of a period not exceeding thirty-seven (37) weeks within the fifty-two (52) week period commencing as the employee(s) elects in accordance with 14.04.04.01 and 14.04.04.02.
 - 14.04.04.01 In the case of a female employee:
 - a) on the expiration of her maternity leave,
 - b) on the day the child is born, or
 - c) on the day the child comes into her actual care and custody.
 - 14.04.04.02 In the case of a male employee:
 - a) On the expiration of any leave of absence taken in respect of the child by a female employee, or
 - b) on the day the child is born, or
 - c) on the day the child comes into his actual care and custody.
- 14.04.05 Every employee who intends to take or is on child care leave, shall give at least four (4) weeks notice, in writing, of any change in the length of leave intended to be taken.

- 14.04.06 If two (2) employees are involved, the aggregate amount of child care leave, in respect of the birth of any one child, shall not exceed thirty-seven (37) weeks.
- 14.04.07 An employee returning from an authorized child care leave, shall be returned to his former position or to a comparable position in the same classification, subject to Article 16.
- 14.04.08 The total amount of child care leave and maternity leave (14.03) shall not exceed fifty-two (52) weeks.

14.05 Leave of Absence – Adoption

Adoption Leave – A leave of absence without pay shall be granted to employees in accordance with the following.

- 14.05.01 Every employee with six (6) months of continuous service will be granted an adoption leave in accordance with Articles 14.05.02 through 14.05.07.
- 14.05.02 The employee(s) must request adoption leave in writing at least four (4) weeks in advance of the date such leave is desired.
- 14.05.03 Upon receipt of notice as to the effective date of adoption, the employee will advise the Company, in writing, stating the desired date the leave will commence and terminate and provide a copy of documentation associated with the adoption.
- 14.05.04 The employee shall be granted a leave of absence from employment of up to thirty-seven (37) weeks within the fifty-two (52) week period beginning on the day on which the child comes into the employee's care.
- 14.05.05 Every employee who intends to take or is on adoption leave, shall give at least four (4) weeks notice, in writing, of any change in the length of leave intended to be taken.
- 14.05.06 If two (2) employees are involved, the aggregate amount of adoption leave, in respect of the adoption of any one child, shall not exceed thirty-seven (37) weeks.
- 14.05.07 An employee returning from an authorized adoption leave shall be returned to his/her former position or to a comparable position in the same classification subject to Article 16.

14.06 Leave of Absence – Bereavement

- 14.06.01 When a death occurs in the immediate family of an employee, the employee shall be entitled to bereavement leave of four (4) consecutive calendar days. This leave includes both working and non-working days. If the employee has completed three (3) consecutive months of employment, this leave will be with pay.

Bereavement leave will normally commence on the day immediately following the death. Subject to the employee's prior notification to the Company, this leave may be deferred to include the funeral should the funeral not take place within the four (4) days immediately following the death.

- 14.06.02 Definition – "Immediate Family": Includes the spouse of the employee and the following relatives of either the employee or spouse (including common-law spouse): Son, daughter, parent, grandparent, grandchildren, sister, brother and including other relatives residing with the employee.

NOTE: The conditions of eligibility of a common-law spouse are the same as those which apply under the Company's Free and Reduced Rate Transportation program (refer to Air Canada portal under policies).

- 14.06.03 In unusual circumstances, where the deceased is not a member of the immediate family (e.g., guardian, step-parents), bereavement leave will be at the discretion of the Company.

ARTICLE 15 – ON COMPANY SERVICE TRANSPORTATION

- 15.01 On Company service transportation will be allowed in accordance with provisions in the Company Regulations Manual.

ARTICLE 16 – SENIORITY

16.01 Principle

Seniority shall be based upon the principle of preference consideration for employees with long service.

16.02 Recognition

The principle of seniority will be recognized as applicable in accordance with the provisions outlined under:

- a) Work Categories
- b) Classifications
- c) Point Seniority
- d) Division Seniority
- e) System Seniority

16.03 Privileges

Seniority, as governed by the provisions of this Article, shall be a factor in:

- a) Advancement or Promotion
- b) Transfer
- c) Reduction in Forces
- d) Recall after Lay-off
- e) Bumping as a result of Lay-off

NOTE: To be eligible to transfer, an employee does not need to meet the requirements of Article 16.10.01.

16.04 Categories

Seniority shall be recognized in each work category, outlined in Articles 4, 6, & 8 and shall be applicable within that category, regardless of work location or assignment, subject to the provisions of Section 16.10 of this Article. Seniority shall be non-transferable from one category to another.

16.05 Classifications

Seniority shall also be recognized and applicable in each classification, except in the Junior Mechanic and Learner Classifications. (Seniority in these classifications is outlined in Article 16.07).

16.06 Seniority Dates

16.06.01 Unless otherwise provided by this Article, a seniority date, once established, by the provisions of this Agreement, cannot be changed, altered or removed, except as a result of:

- a) Resignation
- b) Discharge for just cause
- c) Services dispensed with
- d) Desertion of service
- e) Retirement on pension
- f) Permanent demotion as a result of disciplinary action or lack of ability
- g) Failure to regain either permanent or term employment with the Company within seven (7) or more years [eighty-four (84) consecutive months], while on laid-off status.
- h) Seniority list changes or corrections in accordance with this Article.
- i) Employee requested demotion
- j) Declination of recall to above basic classification at point of lay-off.
- k) Acceptance of a permanent position above and beyond the scope of this agreement (Article 16.11.07).

16.06.02 Employees hired for term employment shall not establish seniority in the classification concerned. In cases where such employees become permanent, they shall receive full seniority for the total time employed in such classification, provided that service is unbroken in this classification.

NOTE: There shall be no seniority date granted to any permanent employee for any acting assignment. If such an acting assignment is later made permanent, the applicable seniority date will be effective only as of the date of the permanent assignment.

16.06.03 Permanent employees who accept temporary assignments to positions above and beyond the scope of this Agreement, shall continue to accrue seniority within the category and classification for a total of twenty-six (26) weeks within any calendar year. Under circumstances where an accumulation of temporary assignments exceeds twenty-six (26) weeks, no additional seniority shall be accrued during the calendar year while on such assignments.

NOTE 1: Non-accrual of seniority will not be applicable to Training assignments involving introduction of new type aircraft and employees working under the provisions of Article 16.19.02.

NOTE 2: Training assignments will not be limited to employees actually conducting training, but may include employees who are performing, or who are dedicated to training planning, development, and support functions. Any work being completed by such employees on temporary assignments, under this exemption, must be related to the training function.

NOTE 3: The non-accrual of seniority exemptions includes all aspects and functions specifically related to the introduction of new type aircraft (e.g., training, planning, coordination, procedures, development, project work).

NOTE 4: The application of Article 20.03.01 will apply to all such assignments.

NOTE 5: To qualify for this exception, employees accepting acting management assignments will not be permitted to sign/issue disciplinary letters of any kind.

- a) Twenty-six (26) weeks within any calendar year will be administered on the basis of actual hours worked, i.e., forty (40) hours equals one (1) week, one thousand and forty (1,040) hours equals twenty-six (26) weeks.
- b) Actual hours worked includes overtime hours worked but excludes undertime, vacation, leave of absence, illness and Statutory Holiday credits.
- c) Non-accrual seniority adjustments for temporary assignments to positions above and beyond the scope of this Agreement, will be affected as a result of an accumulation of hours in excess of one thousand and forty (1,040) hours.
- d) An individual's seniority date(s) will be adjusted by one (1) calendar day for each eight (8) hours worked in excess of one thousand and forty (1,040) hours.

Example

- Employee accumulates 1,095 hours
- Employee allowed 1,040 hours
- Excess hours 55 hours
- Number of non-accrual days is equal to $55 \div 8 =$ six (6) calendar days.

	Original Seniority Dates	Adjusted Seniority Dates
Station Attendant	Mar. 20, 1975	Mar. 26, 1975
Lead Station Attendant	Sept. 8, 1977	Sept. 14, 1977
Customer Service Agent	Nov. 13, 1981	Nov. 19, 1981
Mechanic	Apr. 27, 1965	May 3, 1965
Lead Mechanic	Feb. 13, 1975	Feb. 19, 1975
Shop Inspector	May 26, 1980	June 1, 1980

NOTE: Non-accrual seniority adjustments will be made annually in accordance with the provisions of Article 16.18.

16.06.04 In determining seniority of employees with equal seniority, the following procedures will be used and seniority position shall be established immediately. A decision can be made by the application of the following steps in the order written.

- a) Compare length of service in the category.
- b) Compare total length of service in the Business Unit in classifications covered by this Agreement.
- c) Compare total length of service in classification covered by this Agreement.
- d) The last four (4) digits of the employee number, backwards, with the lowest number identifying the more senior employee (0000 being the lowest possible number).
- e) The last four (4) digits of the employee's Social Insurance Number, backwards, with the lowest number identifying the more senior employee (0000 being the lowest possible number).
- f) In cases where the above factors will not determine the position on the Seniority List, the position will be jointly determined by the Company and the General Chairpersons.

NOTE: To determine the seniority sequence of employees with equal seniority who have previous Company service in classifications covered by the Agreement, the provisions, as

outlined in a), b) and c), will be applied to such previous service.

In cases where an employee's previous Company service was in a position not covered by the Agreement, the total length of previous service will be used.

The procedure used in calculating both previous and continuous Company service in classifications covered by the Collective Agreement, in determining the sequence of employees with equal seniority is calculated by adding the total number of days in a period of service where one day equals one day of service.

16.07 Technical Services Business Unit

Employees hired in or assigned to basic classifications (including Junior Mechanics or Learners hired or assigned on or after June 1, 1969) will be granted seniority on a day-for-a-day basis, the seniority date being that of permanent entry into the classification concerned. In the case of a new employee whose probationary period was satisfactory, the date will be that of hiring.

Employees hired in or assigned to classifications above that of Mechanic will, in addition, be credited with equal seniority in all lower classifications down to and including Mechanic, provided that seniority is not already established in such classifications. The seniority date established in the lower classifications, in accordance with this paragraph, shall be the date of permanent entry into the higher classification.

16.08 Airport & Cargo Operations Business Unit

Employees hired in or assigned to classifications in the Airport & Cargo Operations Business Unit, will be granted seniority credit on a day-for-a-day basis, the seniority date being that of permanent entry into the classification concerned. In the case of a new employee whose probationary period was satisfactory, the seniority date will be that of hiring.

Employees hired or assigned to classifications above that of Station Attendant will, in addition, be credited with equal seniority in the basic classification provided that seniority is not already established in such classification. The seniority date established in the basic classification, in accordance with this paragraph, shall be the date of permanent entry into the higher classification.

Employees selected for advancement into above basic classification after February 1, 2016 shall have their previously established basic classification date recognized as their above basic seniority date. These employees will bid for shifts after employees with an above basic seniority date prior to February 1, 2016.

16.09 Logistics & Supply Business Unit

Employees hired in or assigned to classifications in the Logistics & Supply Business Unit, will be granted seniority credit on a day-for-a-day basis, the seniority date being that of permanent entry into the classification concerned. In the case of a new employee whose probationary period was satisfactory, the seniority date will be that of hiring.

Employees hired in or assigned to classifications in Stock Handling categories above that of Stockkeeper will, in addition, be credited with equal seniority in all lower classifications down to and including Stockkeeper, provided that seniority is not already established in such classifications. The seniority date is established in the lower classifications, in accordance with this paragraph, shall be the date of permanent entry into the higher classification.

16.10 Scope of Seniority

Seniority privileges within each category and/or classification will be governed as follows. Seniority privileges shall be established upon completion of twenty-six (26) consecutive weeks of employment in a basic category.

16.10.01

- a) "Point" – Seniority privileges will be recognized and applicable only at the Point where presently employed with respect to all employees for the first two (2) years service in a category including employees in the Learner 1 to Junior Mechanic 4 (inclusive) classifications.
- b) "Division" – Seniority privileges will be recognized and applicable only within that Seniority Division, as outlined in Article 4.01, 6.01 & 8.01 and as determined by the point where presently employed, with respect to all employees upon completion of two (2) years service in a category, excluding employees in the Learner 1 to Junior Mechanic 4 (inclusive) classifications.
- c) "System" – Seniority privileges will be recognized and applicable on the System with respect to all employees upon completion of five (5) years service in a category, excluding employees in the Learner 1 to Junior Mechanic 4 (inclusive) classifications.

16.10.02 Unassigned

16.10.03 Unassigned

16.10.04 Unassigned

16.10.05 Where an employee transfers from one category to another, as a result of a successful application to a bulletin, scope of seniority (i.e., Point, Division, or System) will be based on total service in the categories involved.

16.11 Promotions

- 16.11.01 Permanent promotions referenced in 16.11.10 below, shall be bulletined in accordance with the published "Promotional Bulletins and Vacancy Notices (HR Connex / Go to eHR Kiosk / IAMAW eVacancy) as approved by the Union. Once selected to a promotional bulletin, seniority privileges are established effective the day after the closing date of the promotional bulletin.

NOTE 1: Secondary consideration applicants shall be given a seniority date effective the day following the date awarded to employees of primary consideration.

NOTE 2 is applicable to Airports & Cargo exclusively

NOTE 2: Employees selected for advancement into the above basic classification after February 1, 2016 shall have their previously established basic classifications date recognized as their above basic seniority date. These employees will bid for shifts after employees with an above basic seniority date prior to February 1, 2016.

- 16.11.02 Bulletins will be posted on the eVacancy tool to which the Union has access. List of applicants in reply thereto shall be supplied to the Union.
- 16.11.03 It is agreed that the Company will make promotions and fill vacancies from the ranks of permanent employees whenever practicable.
- 16.11.04 Employees working in a lower or another classification due to exercising bumping privileges are eligible to bid on any Promotional Bulletin or Vacancy Notice addressed to that classification, provided they do not currently hold a seniority date in the position being advertised.
- 16.11.05 In the selection of employees for unscheduled advancement, moves, changes in classification or promotion, decision shall rest with the Company provided that, in the case of employees with equal ability, unless otherwise provided, the employee possessing the greater seniority shall receive the preference, such selections being made in consultation with the Union.

Under circumstances where the Company requires an understanding with respect to any special criteria in order to be considered eligible for selection to a subsequent Promotional Bulletin, the matter will first be discussed at the Headquarters Level. The objective of such a meeting is to obtain Union approval and to ensure that all employees are aware of the special criteria.

- 16.11.06 An employee selected for reassignment or promotion will be given a reasonable length of time in which to prove his capabilities in the new assignment.

16.11.07 Permanent employees promoted to Management positions above or beyond the scope of this agreement, on a permanent basis, shall immediately forfeit all seniority privileges therein.

16.11.08 An employee advanced, moved, or promoted subsequent to the advancement, promotion or the change of classifications of a less senior employee will not, under any circumstances, become senior in new classification to employees previously advanced, moved or promoted due to greater ability.

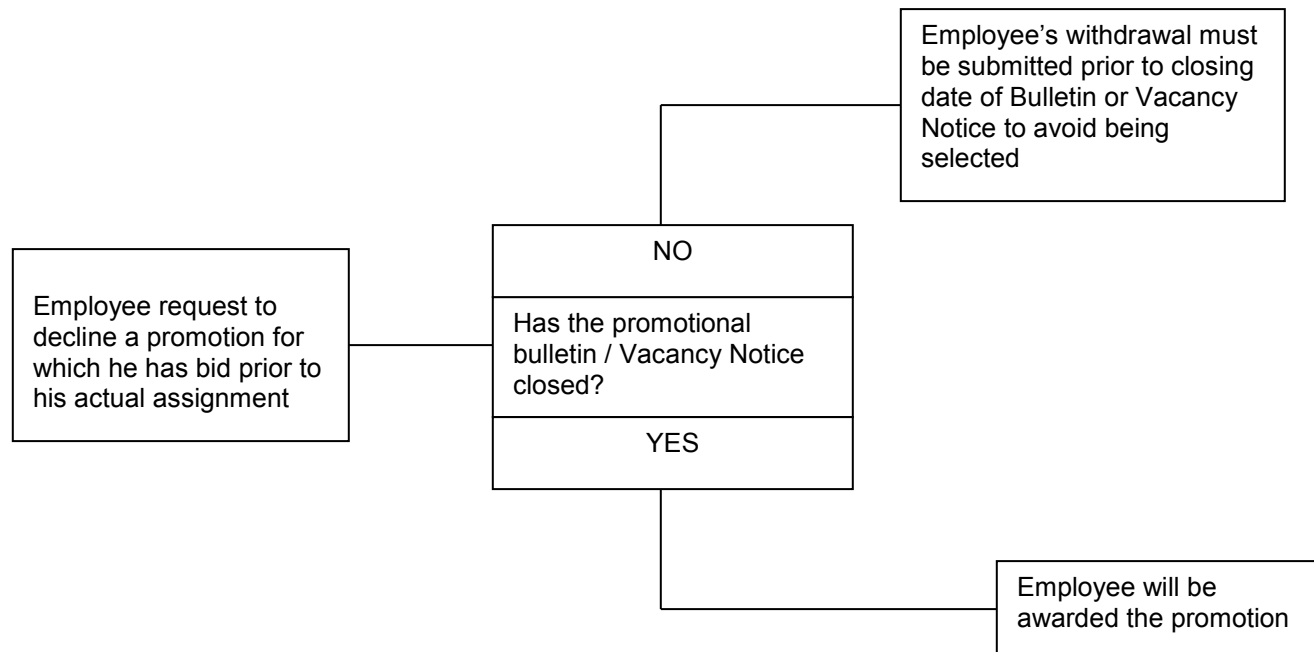
Note: In Airports & Cargo, this is applicable to employees promoted prior to February 1, 2016

16.11.09 An employee who is again promoted or moved to a classification from which he has previously been permanently demoted or removed because of lack of ability or disciplinary action shall establish a seniority date coincidental with the date of latest permanent entry into classification. For Airports and Cargo, after February 1, 2016 employees shall have their previously established basic classification date recognized as their above basic seniority date. These employees will bid for shifts after employees with an above basic seniority date prior to February 1, 2016.

16.11.10 Promotions to above-basic classifications covered by this Agreement will be advertised online on a System basis within each Business Unit and including those stations where employees are on assignment from a supply point within Canada. To be eligible for consideration for promotion, an employee must:

a) Be located at the point where the vacancy exists, or

b) have completed the one (1) year of service in the category as of the closing date of the Promotional bulletin.

16.11.11 Action regarding employees who bid on Promotional Bulletin / Vacancy Notice

16.11.12 The finalization of Selection to Promotional Bulletins or Vacancy Notices will commence at Second Level.

16.11.13 Employees on laid-off status and not in the permanent employ of the Company are eligible to bid on Promotional Bulletins or Vacancy Notices. Employees wishing to receive copies of Promotional Bulletins or Vacancy Notices shall so indicate, in writing, to the Director, Labour Relations with a copy to his local Manager, his Union Regional Committee and District Lodge 140 at Montreal.

NOTE: Employees who are successful candidates to a Promotional Bulletin or Vacancy Notice will forfeit all active recall privileges.

16.11.14 Employees on GDIP or Worker's Compensation will be eligible for selection to a Promotional Bulletin or Vacancy Notice provided:

- a) The employee applied on the IAMAW e-vacancy online system
- b) The employee has passed the necessary qualifying exams.
- c) The employee has been declared medically fit to perform the work.
- d) The selection assists in rehabilitation and is consistent with the seniority of the individual involved.
- e) The availability of the employee.
- f) Physical limitations and effect of possible relocation, etc.

Under circumstances where an individual on Worker's Compensation, long term GDIP or Leave of Absence account illness, is considered acceptable and is immediately available to fill a position, the details will be provided to Headquarters for a decision at the Third Level of the Grievance and Discipline Appeal Procedure.

16.12 Transfers

16.12.01 Permanent employees transferring at Company request from one category to another, shall retain and continue to accrue seniority indefinitely in the category classification from which transferring, providing that such transfer is within the same Business Unit and further, providing that such transfer is the result of a successful application to a bulletin.

NOTE: Such seniority, as is retained in a previous category, under this provision, shall be effective only in the event that a laid-off employee is unable or does not elect to bump in his current category at another point and is unable to bump down in that category at the point of lay-off. In such circumstances, the employee affected will be considered as being set back at the latter point to the highest classification in which he holds seniority in the previous category and the resultant staff processed in accordance with Articles 16.14 and 16.15 as necessary.

16.12.02 Except as covered in 16.12.01 above, employees permanently transferring from one category to another, in a position covered by this Agreement (including transfer from one Business Unit to another), shall continue to accrue seniority within the category classification from which transferred for six (6) months from date of transfer but shall not accumulate any additional seniority thereafter. Non-accrual seniority retained under this provision is limited to the category of most recent transfer.

NOTE: Seniority which is retained and accumulated as a result of laid-off status, is excluded from this provision.

Such seniority shall be effective only in the event that an employee is unsuccessful in completing the probationary period or is subsequently laid-off and is unable to retain employment by bumping within the current category.

Employees may request to return to their former category; such transfers are subject to a permanent vacancy being available.

16.12.03 Permanent employees transferring to Management positions above or beyond the scope of this agreement, on a permanent basis, shall immediately forfeit all seniority privileges therein.

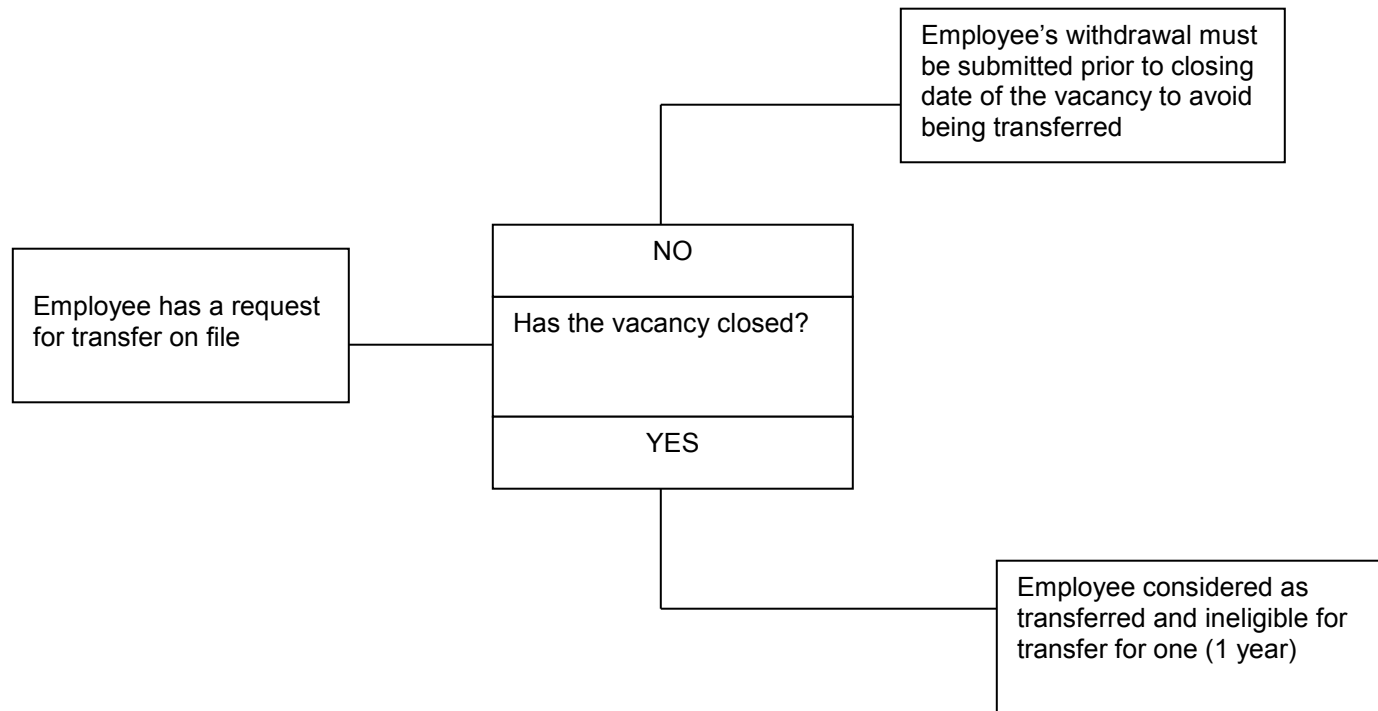
16.12.04 Employees permanently transferring between the Technical Services, Airport & Cargo Operations and Logistics & Supply Business Units in classifications above and beyond the scope of this Agreement, will retain previously established seniority for a period not to exceed six (6) months. At the expiration of six (6) months, the employee must return to the previous category and/or classification or forfeit all seniority privileges.

Within the first six (6) months of the transfer, such employees may request to return to their former category subject to a permanent vacancy being available.

16.12.05 Employees permanently transferring from the Technical Services, Airport & Cargo Operations or Logistics & Supply Business Units to any other Business Unit or to a non-management position within any of the aforementioned Business Units, shall retain their seniority within the classification and category from which transferred for a period not to exceed six (6) months. At the expiration of six (6) months, the employee must return to previous category or

forfeit all seniority privileges therein. The ability to return is subject to a permanent vacancy being available.

- 16.12.06 Permanent employees transferring on a permanent basis from either one point to another, within a Seniority Division or from one Seniority Division to another, will carry all previously established seniority dates to the new point and/or Division.

16.12.06.01 Action regarding employee requested transfer

16.12.07 An employee desiring to transfer from:

- a) One category to another
- b) One point and/or division to another
- c) One Business Unit to another
- d) Transfer Full-time to Part-time

NOTE: Employees who transfer will receive applicable part-time benefits and current rate of pay not to exceed the maximum salary for part-time as of the date of the transfer.

- e) Transfer from Part-time to Full-time

NOTE: There will be no penalty applied for employees who do not submit a request to transfer to a temporary/permanent Full-time position.

shall apply online via HR Connex. Go to eHR Kiosk / IAMAW eVacancy. To be eligible for consideration, the employee may submit a request for transfer via HR Connex. An employee may submit a transfer request at any time up to and including the 5 day posting period. Qualified eligible employees will not receive an offer of transfer, should they be the senior qualified candidate, they will be expected to report to the position they have requested.

Should an employee no longer wish to be considered for a position they had requested, they must withdraw their application prior to the closing date of the vacancy.

NOTE 1: Employees permanently transferring under the provisions of this Article will be ineligible for transfer for a period of one (1) year from date of transfer.

NOTE 2: Employees on laid-off status not in the permanent employ of the Company are eligible for transfer.

NOTE 3: Employees employed in the Company and holding laid-off status in any classification(s) are eligible for transfer in such classification(s).

NOTE 4: Employees accepting transfers within their category/classification in accordance with b) or c) will forfeit all active recall privileges.

EXCEPTION: An employee laid off who exercises bumping rights and subsequently transfers to another point within his classification, or, who accepts laid off status at the point and subsequently transfers to another point within his

classification, will retain his recall rights within his classification to his point of layoff only.

NOTE 5: Employees accepting a transfer that involves a change of category/classification and the provisions of Article 11.04 are applied, the employee's recall privileges in the former category/classification will be retained until a seniority date is established in their new category/classification.

NOTE 6: Employees accepting transfers in accordance with NOTE 5 above, will be assigned the date that the vacancy became available on a permanent basis, as a seniority date in their new category/classification, sequenced in accordance with Article 16.06.04

NOTE 7: Employees in an above basic classification in a category will be eligible to transfer to a basic classification in another category.

16.12.08 Under circumstances where a Classification and/or Category is to be introduced in a location where the Classification/Category is not presently being utilized or the Company is scheduled to commence operating into a new Canadian city, the following will apply:

A General Information Circular (G.I.C.) will be issued notifying all employees covered by this Collective Agreement of a classification/category being introduced at a location. Eligible employees interested in such a vacancy must submit an employee requested transfer by a specified date. The anticipated reporting date will also be included.

In the event the vacancy is in an above basic classification, employee requested transfers will be considered in conjunction with eligible applicants to the Promotional Bulletin, reference Article 16.12.09.

16.12.09 Employee requested transfers in "above basic" classification, will only be actioned if the employee's seniority in the appropriate basic classification(s) is greater than that of eligible applicants to a Promotional Bulletin. Under such circumstances, the applicable Promotional Bulletin will be cancelled and the vacancy filled by actioning the employee requested transfer.

16.12.10 Basic classification vacancies for technical aircraft maintenance categories at line stations normally filled from supply points, on a permanent basis, which are not filled by employee requested transfers, will be covered by a Vacancy Notice at the appropriate supply point(s). Under the circumstances where there are no eligible applicants to a Vacancy Notice, the Company will endeavour to hire qualified employee(s) locally, failing which, the junior qualified individual(s) at the applicable supply point(s) will be required to fill the vacancy. An employee permanently transferring from one point to another, as a result of selection or assignment to a Vacancy Notice, will be ineligible for lateral transfer for a period

of two (2) years from the date of transfer. The line stations (or any new stations) will use supply points as follows:

- a) Stations in the Provinces of British Columbia, Alberta, Saskatchewan and Manitoba – Vancouver and Winnipeg.
- b) Stations in the Province of Ontario (except Ottawa) and the United States -Toronto.
- c) Stations in the Province of Quebec (including Ottawa), Europe, Asia and the Caribbean – Dorval.
- d) Stations in the Provinces of Prince Edward Island, Nova Scotia, New Brunswick and Newfoundland – Halifax.

NOTE: Employees on laid-off status, not in the permanent employ of the Company, will be eligible to bid on Vacancy Notices relative to supply points addressed to their permanent category and classification. Copies of such Vacancy Notices will be provided upon written request to the Vice-President, Technical Services at Dorval. Employees who are successful candidates to a Vacancy Notice will forfeit all active recall privileges.

16.12.11 Employees who are temporarily assigned to other points or Seniority Divisions for relief duty or training, shall retain seniority in original point or Seniority Division.

16.12.12 Should a reduction in staff be implemented in any category, an employee affected may be offered employment in another category if a vacancy exists, subject to evaluation of his experience in line with the work assignment to which he is proceeding. In the event of an employee accepting such a position, his seniority in his original category will be protected. It shall not be obligatory upon the employee to accept such a position, as may be available and should he elect to remain laid-off, his seniority shall be protected. Should the employee desire to transfer to the category in which he has been re-employed, he may do so, providing there is a vacancy in the permanent establishment.

16.12.13 Employees of identical basic classifications may be permitted to request mutual transfers at their own expense subject to the approval of the Company and the Union. The administration of such requests will be undertaken by the Union. This process will not infringe on any of an individual's normal transfer rights.

NOTE: Refer to appendix XXIII for the administrative process.

16.13 Set-Backs or Demotions

16.13.01 An employee who is set back one or more classifications due to a change in the classification strength, or any other circumstances not resulting from lack

of ability or disciplinary action, shall retain seniority in previously established classifications and shall be recalled to those classifications in accordance with his seniority therein. Employees set back, as outlined in this paragraph, shall be considered as having been laid-off and shall have bumping privileges as outlined under Article 16.15.

16.13.02 An employee who is permanently demoted one or more classifications due to lack of ability or disciplinary action, shall forfeit seniority privileges in those classifications from which demoted.

16.13.03 An employee may request a demotion to a classification in which he holds seniority, provided the request is submitted online by login on the Portal, via HR Connex. Go to eHR Kiosk / IAMAW eVacancy. An employee may submit a request for demotion at any time up to and including the 5 day posting period. The request for demotion is limited to the point where currently employed. Subject to a permanent vacancy being available, such requests will be processed as follows:

The employee will be advised in writing (copy to the local Union), when his request is actioned, including advice of the applicable seniority changes and time limits relative to eligibility as to promotion and transfer.

An employee whose promotion resulted in a transfer to a new point will not be allowed to demote to another above basic classification for a period of five (5) years.

16.13.03.01 Under circumstances where the request is actioned, the employee will:

- a) Forfeit seniority in all higher classifications.
- b) Be ineligible for promotion or vacancies to the classification from which demoted for a period of three (3) years from date of demotion.
- c) Be ineligible for promotion or vacancies to any other higher classification for a period of one (1) year from date of demotion.
- d) Be ineligible for employee requested transfer from one point to another for a period of one (1) year from the effective date of the demotion.

16.14 Staff Reductions

16.14.01 Staff reductions will be made strictly on the basis of seniority.

16.14.02 In the event there are surplus employees at one point in a Seniority Division coincidental with a vacancy in the same classification at another point in the same Seniority Division, the opportunity to fill the vacancies, except as provided for in Article 16.16.10, will be offered only to surplus employees prior to implementing lay-off action. Surplus employees who decline the opportunity to

transfer (as per this clause) and are issued notice of lay-off will be permitted to exercise bumping privileges as provided in Article 16.15.

- 16.14.03 The effect of staff reductions upon agreed quotas, will not be considered until after staff reductions have been implemented. The staff will be reduced as required and personnel affected, notified in writing. The remaining staff will then be adjusted, as required, to meet the agreed quotas and the personnel to be reduced in classification notified accordingly and offered the opportunity of accepting the set-back or of bumping as outlined in Article 16.15.
- 16.14.04 Effective January 31, 1991, employees shall not accumulate Company Service for periods of lay-off of thirty (30) calendar days or more.
- 16.14.05 Employees, when laid-off, must file their address and telephone number with the Company and notify the local Personnel Services office of any change of address.

16.15 Bumping

- 16.15.01 Bumping shall be a recognized seniority privilege of personnel on laid-off status and except as provided in Articles 16.11.06 and 16.12.02, may be exercised only by such personnel. This privilege is restricted in application to the bumping of an equal number of employees on the bottom of the Seniority Division Classification Seniority List and also, providing that the forfeiture of the bumping privilege by one or more of the laid-off employees automatically reduces the number of employees who may be bumped.
- 16.15.02 The actioning of the bumping process, under circumstances where employees eligible to bump have not indicated an order of preference for all of the locations where there are junior employees eligible to be bumped, will be as follows:
 - a) The names of all employees desiring to bump will be listed in order of seniority, together with their indicated preferences.
 - b) The names/locations (points) of the most junior employees (all those employees on the bottom of the Seniority Division Classification Seniority List) eligible to be bumped, will be listed in inverse order of seniority.

NOTE: This may be equivalent to, less than, but never greater than, the number of surplus employees in a) above.

- c) Eliminate the names of surplus employees desiring to bump where the only point(s) designated are no longer available due to the decision of other surplus employees who decided not to exercise their bumping privilege and elected laid-off status.

- d) Eliminate an equivalent number of names/locations (points) of the most senior employees who were eligible to be bumped (e.g., equivalent to the number of surplus employees in c) above).
- e) Endeavour to accommodate the surplus employees eligible to bump in seniority order in accordance with their indicated preference on a tentative basis, until such time as the bumping privileges of all surplus employees can be definitely established.
- f) In accommodating surplus employees in the bumping process, it must be ensured that no junior employee retains employment while a more senior employee is displaced (bumped).
- g) In the event all the surplus employees eligible to bump cannot be accommodated in accordance with their indicated preferences, eliminate the name(s) of surplus employees desiring to bump (place them on laid-off status) where the only points designated cannot be obtained due to the indicated preference of a more senior surplus employee or the process does not result in the displacement of the most junior employee(s).
- h) Eliminate an equivalent number of names/locations (points) of the most senior employees who were eligible to be bumped (e.g., equivalent to the number of surplus employees in g) above).

NOTE: This process will only be utilized in circumstances where the list of surplus employees desiring to bump is equal to the list of those employees eligible to be bumped.

- i) Continue to repeat the process outlined in e), f), g) and h) above, until the bumping privileges of all the surplus employees can be definitely established.

16.15.03 Bumping shall be restricted in application by:

- a) Work category.
- b) Classification of employee and the number of years of service in the category (reference Article 16.10).

16.15.04 Employees who are laid-off may, consistent with the scope of their seniority as outlined in Article 16.10, exercise such seniority and elect to:

- a) Bump within their classification in their Seniority Division or on the System, if unable to retain employment in their classification within their Seniority Division, or
- b) Bump down to a lower classification at the point of lay-off, or,

- c) Bump down to a lower classification at another point in their Seniority Division, or on the System (consistent with the provisions of Article 16.15.01 above), providing that the employee concerned is unable to bump under the terms of 16.15.04(a) and further, provided that either he is unable or he does not elect to bump down more than one classification where such circumstances apply under the terms of 16.15.04(b).

NOTE: An employee holding seniority in another category (reference Article 16.12.02), who is unable to retain employment by bumping in the current category, may exercise seniority in the former category in accordance with these provisions.

- 16.15.05 The employee must notify the Company of intent to bump not later than seven (7) clear calendar days prior to the termination of the period of notice, inclusive of the effective date of such notice. A form will be provided for this purpose and must be completed in accordance with instructions thereon. In the event of failure to so notify the Company, the employee will be considered to have elected laid-off status with recall privileges to the point only.
- 16.15.06 Finalization of the bumping process shall be consistent with an allowance to the bumped employee of fourteen (14) clear calendar days' notice from the date of such lay-off notice.
- 16.15.07 Laid-off employees may be allowed a period, not to exceed thirty (30) clear calendar days from date of lay-off notice, within which to report for duty at point of bumping.
- 16.15.08 Employees being laid-off must work for the full period of their notice, unless extenuating circumstances warrant other handling, mutually agreeable to the Company and Union.
- 16.15.09 In the event an employee exercising bumping privileges subsequently resigns prior to reporting, the employee who was to be displaced shall be laid-off.
- 16.15.10 Employees not on the active payroll, whose seniority is such that they would be involved in a staff reduction, will be laid-off. In the event such an employee elects to bump, the reporting date will be delayed until such time as the employee is returned to the active payroll. The employee being displaced will also be laid-off.
- 16.15.11 Failure of employees exercising bumping privileges to advise the Company of any possible delay in reporting for work at the point of bumping and on the specified date, will constitute a serious offence and will be dealt with as individual cases by the Company and District Lodge 140.
- 16.15.12 Employees who have signified intent to exercise bumping privileges and who subsequently reverse their decisions will be considered as having deserted the service of the Company, with subsequent loss of all rights and privileges,

subject to consideration by the Company and District Lodge 140 of exceptional circumstances.

16.16 Recall

16.16.01 At the time of lay-off, an employee holding laid-off status, as referenced in Article 16.14, may, in addition to the point of lay-off, specify up to three (3) additional points to which he wishes to be recalled. A form will be provided for this purpose and must be completed in accordance with instructions thereon.

16.16.02 Recalls to point of lay-off and additional specified points will be in order of seniority as follows:

- a) Notice of open position shall be sent, by Canada Post (Xpresspost or Registered Mail), to senior laid-off employees involved.
- b) Notified employees must advise the Company, by FAX or Canada Post (Xpresspost or Registered Mail) or other alternative written advice, within seventy-two (72) hours of date of notice, if they wish to be considered for recall. The senior employee of those replying within seventy-two (72) hours limit shall be recalled.
- c) In the event that the employee does not wish to be considered for the position, he must so advise the Company, by FAX or Canada Post (Xpresspost or Registered Mail) or other alternative written advice, within fourteen (14) days from date notice was sent out.
- d) A laid-off employee not currently employed within the Company, who is notified of a permanent position in his category at the point from which laid-off, must accept, providing that in the case of an employee laid-off from a classification above that of Mechanic in the Technical Services Business Unit, the position is in a classification not lower than that of Mechanic.
- e) An employee accepting a recall will not, except under very extenuating circumstances, be permitted to reverse his decision.
- f) Except for employees covered by 16.16.09, failure to comply with regulations c), d) and e) above, will result in the individual's name being removed from the seniority list and he will therefore be considered as having deserted the service of the Company, with consequent loss of all rights and privileges.
- g) Recalled employees must report for duty within fourteen (14) days from date of recall notice. This period may be lengthened under extenuating circumstances.
- h) Notwithstanding, the provisions of item g) above, in a situation where an employee recalled to his home base can be backfilled at the point

by a laid off employee at that point, such a recall will be actioned within forty-five (45) days.

16.16.03 The notices or other alternative written advice of open position, shall contain the following information:

- a) Whether the position is permanent or term employment.
- b) Location of position.
- c) Effect on seniority.

16.16.04 Under circumstances where a term position becomes available in a basic classification, the procedure for filling the position will be as follows:

- a) In the event the anticipated duration of the position is more than sixty (60) calendar days, it will be offered in seniority order to all laid-off employees in the classification eligible for recall to the point.
- b) In the event the anticipated duration of the position is less than sixty (60) calendar days, it will be offered to laid-off employees at the point.
- c) Any remaining vacancies in a) or b) above to be filled by local hiring, including consideration of term employment to qualified employees in other categories.

It is important to note that it may be necessary to utilize term employment pending finalization of the process referenced in a) above.

An employee accepting term employment will not be considered eligible for term employment at another location (regardless of the duration) until the employee involved is reverted to laid-off status.

Time involved in term employment within the category from which laid-off, will only count in the establishment of scope of seniority privileges (i.e., Point, Division and System seniority) when the employee is recalled to a permanent position.

Employees working at another location due to the exercising of their bumping privileges and holding recall to the point, are ineligible for consideration for term employment.

16.16.05 Where a permanent vacancy exists in a basic classification, employees on laid-off status are given first consideration over a requested demotion to the same classification.

16.16.06 Employees offered recall in accordance with their seniority and not able to return to the active payroll, account medical reasons, will have their reporting date delayed until declared medically fit, subject to the approval of the Company Medical Officer.

In situations where there is a disagreement between the employee and the Company Medical Officer regarding a reporting date, or the employee's medical ability to return to work, the employee may submit a grievance in accordance with Article 17.03 following the receipt of written advice from the Company which will be sent by FAX or Canada Post (Xpresspost or Registered Mail). Failure to submit a grievance will indicate the employee's acceptance of the Company Medical Officer's decision with respect to his return to work.

- 16.16.07 Laid-off employees who did not accept term employment, may, provided that the work was offered in the category of such employees and provided that the duration is extended, be allowed to reconsider their decision consistent with their seniority, provided, however, that the duration must first be extended an additional ninety (90) days.
- 16.16.08 Should the prospective period of employment be of indefinite duration, it shall be discussed and mutually agreed between the Company and the Union as to whether the employment shall be classed as term or permanent.
- 16.16.09 a) An employee who is working at another point due to exercising bumping privileges, shall be considered as being laid-off and will be subject to lateral recall to the point of most recent lay-off, consistent with his seniority, providing that the vacancy is in the category from which laid-off and in the classification in which he bumped and further, provided that he is currently employed in such classification. If the employee does not, within seventy-two (72) hours, accept first recall, he will be considered as transferred and will not be given further recalls on this basis.

NOTE: In the event such an employee does not, within seventy-two (72) hours, accept the first recall to a higher classification in the same category at the point of most recent lay-off in the current classification, he will forfeit the above lateral recall privileges.

- b) Laid-off employees who have accepted employment in other categories or Business Unites shall be considered as being laid-off and will be subject to recall to the category from which laid-off, consistent with their seniority. If the employee does not, within seventy-two (72) hours, accept the first recall to point of lay-off to a permanent position, he will be considered as having voluntarily transferred to present assignment as of the effective date of lay-off, subject to the provisions of Article 16.12.02 and 16.12.03. If the employee accepts recall, he will lose all rights and privileges in the category from which recalled.
- c) An employee who, after lay-off in his present category, has exercised bumping privileges in a former category to retain employment in the Company, shall be considered as being laid-off in the present category and will be subject to recall to that category, consistent with his seniority.

If the employee does not, within seventy-two (72) hours, accept the first such recall to the point of lay-off, he will lose all rights and privileges in the category from which laid-off. During the period of lay-off, seniority will not accumulate in the category in which such an employee has exercised bumping privileges; however, previous established seniority in the former category will be retained upon accepting recall.

- d) An employee who has exercised bumping privileges in a lower classification, shall be considered as being laid-off in the higher classification, consistent with his seniority. If the employee does not, within seventy-two (72) hours, accept the first such recall at the point where currently employed, he will,
 - i) Forfeit seniority in the higher classification;
 - ii) Be ineligible for promotion to any higher classification for a period of three (3) years from the date of the recall notice;
 - iii) Be ineligible for an employee requested transfer from one point to another for a period of one (1) year from the date of the recall notice.

16.16.10 Personnel, on laid-off status, shall not be recalled under circumstances where transfer of surplus personnel holding divisional seniority and who are presently employed within the Seniority Division, will meet the manpower requirements at another point unless any of the employees on laid-off status, desiring a recall, are senior to the surplus personnel who would be involved in the transfer.

16.16.11 Employees in basic classifications who are laid-off as a result of a reduction in staff, shall be recalled on the basis of greatest category seniority of the employees desiring recall to the point.

16.16.12 Employees in above basic classifications, who are laid-off as a result of a reduction in staff, shall be recalled on the basis of greatest classification seniority of the employees desiring recall to the point.

16.16.13 In situations of administrative error which result in an employee not being recalled from laid-off status in order of seniority, such errors will be corrected, once confirmed by the Company, within seventy-two (72) hours of discovery by the Company or of receipt of written notification of the error from either the Union or the affected employee(s). The affected employee(s) will be compensated for a maximum of sixty (60) calendar days of pay given the situation identified above. There will be no further compensation for time not worked beyond this sixty (60) day time period.

16.17 Term Employment

- 16.17.01 Term employment may be utilized by the Company for such purposes as summer flight schedules (e.g., vacation relief), acting management assignments, leaves of absence (e.g., accident, illness), special work programs for specified period and phase-in phase-out (e.g., aircraft type or base).
- 16.17.02 Term employment will be limited to twenty-six (26) weeks. In the event such employees are retained beyond this period, they will be designated as "permanent", provided they have successfully completed the probationary period.

16.18 Seniority Lists

- 16.18.01 a) Each year, the Company shall have prepared and furnished to the Union a complete seniority list of all classifications and categories within the scope of this Agreement. Copies of an appropriate seniority list of all applicable classifications and categories will also be provided to all Company stations and bases. These lists to be furnished as of March 31st of the subsequent year.
- b) This list shall be kept open for correction for a period of thirty (30) calendar days from March 31st.
- c) All corrections shall be finalized during the thirty (30) calendar days following the termination of the posting period and shall be published as an amendment to the seniority list. This amended seniority list shall become effective on the day following termination of the sixty (60) day period covered above.
- d) It shall be the responsibility of each individual employee to examine the applicable portion of the list and make written request, three (3) copies, for any correction during the thirty (30) day posting period. An employee may file a request for correction only once, except upon his presentation of new and pertinent evidence.
- e) One copy of this request for correction must be forwarded to the Director, Labour Relations. One copy will be forwarded to the appropriate General Chairperson by the employee concerned. The third copy will be forwarded to the Chairperson of the Local Shop Committee.
- f) In the event that it is not possible to settle a complaint in the stipulated period, the necessary correction will be made and will be effective as of the date the final correction is published.
- g) Notwithstanding the foregoing regulations, the appropriate General Chairperson may request corrections to the seniority list at times other than the stipulated period. Such corrections, if mutually agreed upon, will be incorporated in the new list of the subsequent year. However, if

prior to the time the new list is effective, circumstances arise such that an employee's right to:

- Continue in or regain employment in his Business Unit,
- a subsequent promotion, or,
- a subsequent transfer

is jeopardized, such correction will be published immediately and will be effective as of the date of publication.

- h) Employees exercising seniority, retained under Article 16.12.02, will have their seniority dates adjusted and position on the seniority list altered to account for time during which seniority was not accumulated.

16.18.02 Each year the Company shall have prepared and furnished to the Union a complete list of all employees holding, but not accumulating, seniority. These lists will be furnished as of March 31st of the subsequent year by category and classification. In the event of any of these employees exercising seniority, as referenced in Articles 16.12.02 and 16.12.03, the active seniority list will be changed in accordance with Article 16.17.01 of this Agreement.

16.19 Rehabilitation

16.19.01 Employees who have given long and faithful service in the employ of the Company and who have become unable to handle heavy work to advantage, will be given preference of such light work in their line as they are able to handle; the employees will take the rate of pay of jobs to which assigned.

16.19.02 The Company will facilitate the rehabilitation of employees returning from long-term GDIP or Workers' Compensation under the Employee Rehabilitation Program.

Subject to mutual agreement between the Company and the Union, these employees may be given, in certain cases, shift and/or work location preference in order to facilitate their rehabilitation, which, in some cases, may require the employee to work less than the standard working week and/or standard working day.

Where employees are unable to return to work in their former category/classification, they may be accommodated in a position where the job requirements are consistent with their medical/physical condition, provided they have demonstrated that they possess the aptitude to perform the job. Under such circumstances, the Company will participate in providing training assistance and following successful completion of training, salary and benefit levels will be based upon the position accepted by such employees.

16.20 General

- 16.20.01 In the event of a geographical relocation of work from one Seniority Division to another, the employees affected holding divisional seniority (including Learners and Junior Mechanics with at least two (2) years service in category), shall be considered as holding seniority in the division to which the work is transferred and staff adjustments will be made accordingly.
- 16.20.02 The Company may assign personnel from other categories to cover peak periods of a temporary nature rather than re-hire laid-off employees to cover such peak periods.

ARTICLE 17 – DISCIPLINE AND GRIEVANCE PROCEDURE

17.01 Discipline and Discharge

- 17.01.01 Under circumstances where, as a result of an alleged misdemeanor, it is considered undesirable that an employee should be allowed on the Company premises and where there is doubt as to the appropriate charge and/or penalty, the employee may be held out of service pending investigation for a period not to exceed three (3) clear calendar days, exclusive of Saturdays, Sundays and Statutory Holidays. This investigation period will not incur loss of pay unless the misdemeanor results in suspension pending discharge.
- 17.01.02 Where disciplinary action short of discharge is considered necessary, the employee will be advised in writing. Such letters will be progressive in nature and will represent various levels of severity depending upon the offense and/or the employee's previous disciplinary record. The practice of the issuance of a verbal reprimand under certain circumstances will not be affected by this procedure. Depending on the nature of any incident, disciplinary action may be initiated at any one of five (5) steps as follows:

Step I

Six (6) month letter of reprimand.

Other similar incident(s)/infraction(s) while the letter is active, extends period of retention on file to one (1) year or initiates progression to Step II.

Step II

A disciplinary letter or letter of temporary demotion with a duration of retention on the employee's personal file for a period of twelve (12) to twenty-four (24) months, depending upon the nature of the incident and/or the employee's previous disciplinary record.

Other similar incident(s)/infraction(s) while the letter is active, extends period of retention by six (6) months or initiates progression to Step III.

Step III

A disciplinary letter with a duration of retention on the employee's personal file for a period of thirty (30) months, and also the ability to issue a one (1), two (2) or three (3) day suspension without pay.

Other similar incident(s)/infraction(s) while this letter is active, extends period of retention by six (6) months or initiates progression to Step IV.

Step IV

A disciplinary letter with a duration of retention on the employee's personal file for a period of thirty-six (36) months, and also the ability to issue a ten (10) day suspension. The purpose of this letter is to afford the employee a final opportunity to retain employment.

Step V

Where the decision of the Company is to discharge for just cause, the employee shall first be notified in writing with a Step V Letter of Discipline stating that he is "suspended pending discharge". The Step V Letter shall include the specific charge or charges precipitating the action.

NOTE: As per Article 17.01.05.01, in exceptional circumstances, a twenty (20) day suspension may be substituted for discharge.

17.01.03 Unassigned

17.01.04 Letters of discipline shall be presented to the employee within a reasonable period of time of the Company's knowledge of the incident leading to discipline, and shall contain an explanation of the infraction, and the future corrective action to be expected. It is recognized that corrective disciplinary action is most effective when taken in a timely manner and that disciplinary letters, up to and including Step IV, will be presented to the employee in person. The employee may have a Shop Steward present as an observer, if so requested.

NOTE 1: Letters of discipline will include copies to Labour Relations, the General Manager or his designate, People Services, the General Chairperson and the Shop Committee. Failure to meet this requirement will not negate the action taken.

NOTE 2: In situations where discipline is being considered, accident reports will be forwarded to the Union Shop Committee.

17.01.05 In cases involving suspension without pay, local management will review the matter with the local Union in an effort to assure that all information and opinions are available. After a final review of the whole case, local management will render its decision.

In cases involving suspension pending discharge, local Management will advise the local Union prior to issuing the letter of suspension pending discharge to the employee.

NOTE: If requested by the Union, reasonable time will be allowed to investigate the case.

17.01.05.01 The ten (10) day suspension can only be exceeded, with Business Unit Head approval, in exceptional circumstances where suspension pending

discharge would normally occur and only to a twenty (20) working day suspension within a thirty (30) calendar day period.

- 17.01.05.02 Disciplinary suspensions will normally be served in conjunction with regular days off (either before or after regular days off).
- 17.01.05.03 In cases where a decision to discharge is reduced but where time off the payroll is involved, the limits in 17.01.05.01 will not apply.
- 17.01.06 Letters relative to corrective disciplinary action and illegal work stoppages which have been placed on an employee's personal file will not be referenced and will be removed from the employee's personal file, where practicable, if the employee's record has been free of any previous corrective measures for three (3) consecutive years.
- 17.01.07 When an employee has been notified of disciplinary action, he may lodge appeals in accordance with the appropriate charts re Grievance and Discipline Appeal Levels. Each such appeal must be lodged in writing via Canada Post or FAX within ten (10) clear calendar days from the date of receipt of the decision, exclusive of Saturdays, Sundays and Statutory Holidays. Hearings shall be commenced within thirty (30) clear calendar days of written request and decision rendered within fifteen (15) clear calendar days, exclusive of Saturdays, Sundays and Statutory Holidays, of the close of the appeal hearing. All decisions shall be confirmed in writing to the parties concerned and will contain a summary of the issue giving rise to the appeal.

NOTE 1: Notwithstanding the provisions of this Article, it is agreed that the respective parties will make every effort to conduct hearings within the identified time period. Where these time limits cannot be met by either party, the other party will be notified in advance.

NOTE 2: The Company undertakes to ensure that the time limits for the rendering of decisions, referenced above, will be adhered to unless exceptional circumstances surrounding the case require an extension.

NOTE 3: In situations where the conditions of NOTE 2 do not apply and the Company fails to render a decision within the specified time limits of the disciplinary appeal process for Steps III, IV, and V disciplines, the Union may proceed with the appeal in accordance with Article 18 and the fees and expenses of the arbitrator shall be borne by the Company.

- 17.01.08 Implementation of disciplinary action involving loss of pay (suspension without pay and temporary demotion), will normally be withheld pending a possible appeal. No hearing will be held at the Headquarters Level in disciplinary matters not involving loss of pay (Step I and II disciplines). Matters involving

loss of pay (Step III, IV and V disciplines), will be appealed directly to the Director, Labour Relations.

NOTE 1: The specific details of appeal steps, as referenced in 17.01.07 to 17.01.08 inclusive, are contained in the appropriate charts re Grievance and Discipline Appeal Levels.

NOTE 2: Appeals to discharge decisions will be handled as promptly as possible and wherever practical, at the location concerned.

NOTE 3: This appeal procedure does not detract from the requirements reflected in Article 17.01.05.

17.01.09 If an appeal is not lodged in a discharge case, the employee may be discharged effective the day following the appeal period specified in 17.01.07. If an appeal is lodged and if the decision is to discharge and provided that no further appeal is made within the time limit specified in 17.01.07, the discharge will be effective the day following this limit.

17.01.10 The final decision of the Company shall be forwarded to the employee, the appropriate General Chairperson, the appropriate Shop Committee representative and District Lodge 140 by FAX or Canada Post (Registered Mail or Xpresspost). If the Union is not satisfied with the final decision of the Company, the matter may be submitted to arbitration, subject to the provisions of Article 18 of this Agreement, provided the employee concerned has so requested the Union to do so, in writing, with a copy to:

Director, Labour Relations
Air Canada Center 1263
P.O. Box 14000
Dorval, Quebec
H4Y 1H4

NOTE: Should the Union represent an employee at a final disciplinary appeal hearing, as provided for in 17.01.10, the time limits referenced in Article 18.03 will commence on the date the appropriate General Chairperson receives the final decision.

17.01.11 Throughout this procedure, an employee shall have the right to be represented by an authorized Union Representative. In this event and if the employee appeals to the Headquarters Officers of the Business Unit or of the Company, he shall be represented at these latter levels by the General Chairpersons. Subject to the other provisions of 17.01 and Article 18 including time limits, the employee may, throughout this procedure, handle the matter on his own behalf if he so desires, including arbitration.

NOTE: Should an employee elect to handle his own final disciplinary appeal, in accordance with 17.01.10, the time limits

referenced in Article 18.03 will commence on the date the employee receives the final decision.

17.01.12 Nothing in this Agreement shall be construed as preventing the Company from holding an employee out of service pending an investigation and hearing or appeal. The Company's decision in the case of such hearings or appeals may either uphold a previous Company decision, fully exonerate and reinstate the employee with pay for all time lost, or render such intermediate decision as may be considered just and equitable.

17.02 Unassigned

17.03 Grievance Procedure

17.03.01 When an employee believes that he has been unjustly dealt with or that any of the provisions of this Agreement have been violated, his recourse shall be as follows, except for those matters handled in accordance with Article 17.01.

Within ten (10) clear calendar days of the occurrence or his knowledge of the incident, whichever occurs later, he shall first attempt to obtain a satisfactory adjustment by direct appeal to his Supervisor during which discussion the grievor may be accompanied by his Shop Steward if he so desires. If the grievor chooses to be thus accompanied, the Shop Steward may participate in the discussion. If the employee has handled the matter on his own and has been unable to arrange a satisfactory adjustment, he may request the Shop Steward to handle his grievance with the Supervisor. The employee may accompany the Shop Steward if he so desires.

FIRST LEVEL

17.03.02 When the conditions of Article 17.03.01 have been met and an employee remains dissatisfied with the results, he may raise a formal grievance in writing on the standard grievance form within ten (10) calendar days, exclusive of Saturdays, Sundays and Statutory Holidays, as follows:

- a) The employee will indicate the nature of the grievance, date of the incident/action, alleged violation of the Agreement (e.g., specific provision), the facts concerning the matter and the specific redress sought.
- b) Providing the employee has signed the grievance form, the submission of that grievance form to his Supervisor, may be carried out by either the employee or the Union Steward.
- c) The Supervisor will respond to the Union, with a copy to the employee, in writing, on the standard grievance form within three (3) clear calendar days from the date of receipt of the written grievance form, exclusive of his regular days off and Statutory Holidays.

- d) Such First Level decisions issued by the Company will be considered by the parties to be without prejudice or precedent.

NOTE: Grievances of a general nature may be initiated by the Union, in writing, on the standard grievance form at either the First, Second or Third Level, depending upon the scope and nature of such grievance.

Such grievances must be filed within ten (10) clear calendar days, exclusive of Saturdays, Sundays or Statutory Holidays, from when the Union has received written notice from the Company relating to an incident or when an incident actually occurs and subsequently comes to the knowledge of the Union, which the Union believes violates the provisions of the Agreement.

SECOND LEVEL

- 17.03.03 Failing satisfactory adjustment at First Level, the Shop Steward shall refer the grievance to the local shop Committee/General Chairperson for appeal to the member of management designated by the Company.

NOTE: The Shop Steward may be added to the Grievance Committee at the Second Level of the appeal procedure.

- 17.03.03.01 The Local Shop Committee and the Local Management representatives designated by the Company will meet at least once a month for the purpose of conducting Second Level grievance and discipline appeal hearings.

THIRD LEVEL

- 17.03.04 Failing satisfactory adjustment at Second Level or if the Company fails to render a decision within the specified time limits, the grievance shall be submitted to the General Chairpersons for appeal to the Director, Labour Relations.

- 17.03.04.01 The Committee of General Chairpersons of District Lodge 140, will meet with the Company Headquarters Representatives at least every six (6) weeks for the purpose of dealing with all outstanding grievances which have been processed to the Headquarters Level of the Company. This work will not detract from the functioning of the recognized Regional Shop Committee.

NOTE: It is the mutual intention of the parties to confine, as far as practicable, the Third Level Appeal to questions of national importance. In furtherance of this goal, each party will advise the other, in writing, of any grievances proceeding to the Third Level which it considers do not raise any national issues. The parties will endeavour to resolve all grievances which do not raise any question of national importance prior to the Third

Level appeal. Unless expressly agreed to the contrary, such resolutions will be without precedent value.

- 17.03.04.02 If at a Third Level Hearing, agreement is reached on the interpretation, intent or application of a provision in the Agreement, the parties agree that the issue may be raised at a subsequent Union Management Communication Meeting. Following a review of the agreement at the Union Management Communication Meeting, such agreement may, on mutual agreement of the parties, be incorporated in the Collective Agreement in the form of a Letter of Understanding.
- 17.03.04.03 Decisions of National Third Level grievances will be sent to the office of the National President and Directing General Chairperson, District Lodge 140, or designated representative, by Faxcom followed by Canada Post.
- 17.03.04.04 At the request of District Lodge 140:
- a) An additional member from each affiliated Local Lodge may attend discussions with the Company at the Third Level as an advisor to the Committee of General Chairpersons. However, the Local Lodges in Toronto and Montreal may each have two (2) members.
 - b) Such representatives who are employees shall be allowed the necessary time off, subject to manpower requirements, payable by the Union. Necessary transportation will be provided over the lines of the Company from the point of duty to the point of meeting and return.

APPEALS

- 17.03.05 Each appeal must be lodged in writing, within ten (10) clear calendar days from the date of receipt of decision, exclusive of Saturdays, Sundays and Statutory Holidays. Hearings shall be commenced within fifteen (15) clear calendar days of written request, exclusive of Saturdays, Sundays and Statutory Holidays. Decisions shall be rendered within fifteen (15) clear calendar days of the close of the appeal hearing, exclusive of Saturdays, Sundays and Statutory Holidays. All decisions shall be confirmed in writing to the parties concerned. At the Second and Third Level, the decision will contain a summary of the issue giving rise to the grievance.

NOTE 1: Notwithstanding the provisions of this Article, it is agreed that the respective parties will make every effort to conduct hearings within the identified time period. Where these time limits cannot be met by either party, the other party will be notified in advance.

NOTE 2: The Company undertakes to ensure that the time limits for the rendering of decisions, referenced above, will be adhered to

unless exceptional circumstances surrounding the case require an extension.

NOTE 3: In situations where the conditions of NOTE 2 do not apply and the Company fails to render a decision at the third level of the grievance appeal process within the specified time limits, the Union may proceed with the grievance in accordance with Article 18 and the fees and expenses of the arbitrator shall be borne by the Company.

17.03.06 The specific details of appeal steps, as referenced in 17.03.01 to 17.03.04 inclusive, are contained in the appropriate charts re Grievance and Discipline Appeal Levels.

17.03.07 If an agreement cannot be reached between District Lodge 140 and the Company, the matter may then be submitted to arbitration subject to the provisions of Article 18 of this Agreement.

17.04 General

17.04.01 The employee or the Union and the Company may have any witness present who can give relevant evidence on the matter in question.

17.04.02 Witnesses, who are employees of the Company, shall be given leave of absence for a time sufficient to permit them to appear as witnesses. Space available transportation will be provided over the lines of the Company from the point of duty to the point of hearing and return.

17.04.03 All decisions arrived at between management of the Company and the employee and/or the Union, shall be final and binding upon the Company, the employee and the Union. Decisions not appealed within the time limit prescribed, shall be final and binding upon the party or parties concerned.

17.04.04 All Union Regional Committee and Shop Committee activities are restricted to the point where the Committee is located.

17.04.05 At line stations, except Calgary, Edmonton, Ottawa, Mirabel and Halifax, grievances of a technical nature involving maintenance personnel, will be handled jointly by the appropriate local Manager and the General Manager – Line Maintenance, or designated representative.

17.04.06 With the exception of the First Level of the grievance appeal procedure, the hearing of appeals by the management levels listed may be delegated to a deputy but, in such cases, the deputy's decision becomes the final decision for that step of the appeal procedure. However, the Union may request that a specific grievance be heard by the senior line Manager listed on the charts rather than his designate in those grievances which involve significant issues at the location.

- 17.04.07 At the request of the District Lodge 140, a member from each affiliated Shop Committee may attend the Headquarters level disciplinary appeal hearings as an advisor to the General Chairpersons.

17.05 Union/Management Communications

- 17.05.01 It is recognized that meetings between the Company and the Union, at all levels, are essential to the maintenance of good employee relations and the establishment of mutual trust and respect.
- 17.05.02 The Company shall discuss, with the various Shop Committees of the Union, matters involving the employees under this Agreement. At all points where Shop Committees have been constituted, two (2) regular meetings between the designated officials of the Company and the Shop Committee shall be held each month. Such meetings will be held during regular working hours without loss of time to committee men, unless otherwise mutually agreed. Where mutually agreed by the Shop Committee and designated Company officials, the meetings may be held at less frequent intervals or as required, subject to joint agreement.
- 17.05.03 The Committee of General Chairpersons of District Lodge 140 will discuss with Company Headquarters Representatives, overall matters involving policy, interpretation, etc., affecting the whole system. The Committee will meet with the Company at least once every quarter. The work of this Committee must not detract from the functioning of the recognized Regional Shop Committees.
- These meetings will also include, as required, matters of mutual concern relating to the Employee Assistance Program, Employment Equity and National Health and Safety issues. District Lodge 140 Coordinators for Safety & Health, Employment Equity or Employee Assistance may be in attendance for the period of time when matters relating to their functions are addressed as an agenda item.
- 17.05.04 Meetings referenced in 17.05.02 and 17.05.03 shall not be considered as being in lieu of the established grievance procedure.
- 17.05.05 The National President and Directing General Chairperson, District Lodge 140, or designated representative, shall be the point of contact between the Union and representatives of Company Headquarters. Where such contacts are through the medium of correspondence, the letters, in all cases, will be addressed to or signed by the above-referenced General Chairpersons with a copy to the other General Chairpersons.
- 17.05.06 Any matter initiated by the Company at Headquarters Level for discussion with the Union, shall be handled by the appropriate Company representatives with the General Chairpersons. Any matter of a local nature initiated by a Company representative at a level below that of Headquarters, shall be handled by him with the appropriate Shop Committee/General Chairperson or Shop Steward.

17.06 Grievance & Discipline Appeal Levels

17.06.01 GRIEVANCE AND DISCIPLINE APPEAL LEVELS – TECHNICAL SERVICES

GRIEVANCE APPEAL LEVELS	DORVAL (INCLUDING LOGISTICS & SUPPLY)	VANCOUVER WINNIPEG	CALGARY (INCLUDING LOGISTICS & SUPPLY)	TORONTO	OTTAWA MIRABEL HALIFAX EDMONTON	LINE STATIONS (EXCEPT OTTAWA, EDMONTON, MIRABEL AND HALIFAX)	LOGISTICS & SUPPLY VANCOUVER, TORONTO, OTTAWA, EDMONTON, WINNIPEG, HALIFAX	DISCIPLINE APPEAL LEVELS
THIRD LEVEL	<div> <div>CORPORATE LABOUR RELATIONS</div> <div>GENERAL CHAIRPERSONS</div> </div>							STEP III, IV & V DISCIPLINES
SECOND LEVEL	DIRECTOR/ OR DESIGNATED REP. SHOP COMMITTEE	DIRECTOR OR DESIGNATED REP. SHOP COMMITTEE	DIRECTOR OR DESIGNATED REP. GENERAL CHAIRPERSON OR SHOP COMMITTEE	DIRECTOR OR DESIGNATED REP. SHOP COMMITTEE	DIRECTOR OR DESIGNATED REP. SHOP COMMITTEE	DIRECTOR OR DESIGNATED REP. GENERAL CHAIRPERSON OR DESIGNATED SHOP STEWARD	DIRECTOR OR DESIGNATED REP. SHOP COMMITTEE	STEP I & II DISCIPLINES
FIRST LEVEL	STAGE II TEAM LEADER OR DESIGNATED REP. SHOP STEWARD PRODUCTION TEAM LEADER OR DESIGNATED REP.	PRODUCTION TEAM LEADER SHOP STEWARD	PRODUCTION TEAM LEADER OR DESIGNATED REP. SHOP STEWARD	PRODUCTION TEAM LEADER SHOP STEWARD	TEAM LEADER OR MTCE. MANAGER SHOP STEWARD	LOCAL MANAGER OR DESIGNATED REP. SHOP STEWARD	DUTY MANAGER OR DESIGNATED REP. SHOP STEWARD	

* The General Manager responsible for the applicable Division/Department.

17.06.02 GRIEVANCE AND DISCIPLINE APPEAL LEVELS – AIRPORT & CARGO OPERATIONS

GRIEVANCE APPEAL LEVELS	TORONTO DORVAL MIRABEL	VANCOUVER WINNIPEG OTTAWA HALIFAX	CALGARY EDMONTON	REGINA SASKATOON QUEBEC ST-JOHN'S SAINT JOHN FREDERICTON MONCTON	THUNDER BAY LONDON CHARLOTTETOWN VICTORIA VAL d'OR ROUYN SEPT ILES STEPHENVILLE SYDNEY GANDER SUDBURY TIMMINS NORTH BAY WINDSOR	CARGO RATING UNIT (MARKETING & SALES CARGO) MONTREAL	DISCIPLINE APPEAL LEVELS
THIRD LEVEL	<div> CORPORATE LABOUR RELATIONS GENERAL CHAIRPERSONS </div>						STEP III, IV & V DISCIPLINES
SECOND LEVEL	GENERAL MANAGER OR DESIGNATED REP. SHOP COMMITTEE	GENERAL MANAGER OR DESIGNATED REP. SHOP COMMITTEE	GENERAL MANAGER OR DESIGNATED REP. GENERAL CHAIRPERSON OR SHOP COMMITTEE	GENERAL MANAGER OR DESIGNATED REP. GENERAL CHAIRPERSON OR DESIGNATED SHOP STEWARD	GENERAL MANAGER OR DESIGNATED REP. GENERAL CHAIRPERSON OR DESIGNATED SHOP STEWARD	MANAGER GENERAL CHAIRPERSON OR DESIGNATED SHOP STEWARD	STEP I & II DISCIPLINES
FIRST LEVEL	SUPERVISOR/ MANAGER SHOP STEWARD	SUPERVISOR/ MANAGER SHOP STEWARD	SUPERVISOR/ MANAGER SHOP STEWARD	SUPERVISOR/ LOCAL MGR. SHOP STEWARD	DESIGNATED SUPERVISOR/ MANAGER SHOP STEWARD	SUPERVISOR/ MANAGER SHOP STEWARD	

ARTICLE 18 – ARBITRATION

18.01 Disputes other than specific employee grievances or disciplinary or discharge appeals, may be submitted to arbitration by either the Company or District Lodge 140 provided the issue in question concerns the interpretation or alleged violation of any provision of this Agreement. The question as to whether or not any such issue is arbitrable may also be submitted to arbitration.

18.02 Should the Company and District Lodge 140 fail to reach an agreement upon a specific employee grievance dealt with under Article 17.03 and provided the grievance involves the interpretation or the alleged violation of any provision of this Agreement, or should District Lodge 140 be dissatisfied with the final decision of the Company rendered under Article 17.01, District Lodge 140 shall be entitled to submit the case to arbitration. The question as to whether or not any such issue is arbitrable may also be submitted to arbitration.

No dispute involving a specific employee grievance or disciplinary appeal shall be submitted to arbitration until it shall first have been handled through the preceding steps of the appropriate appeal procedure.

18.03 District Lodge 140 or the Company, whatever party contemplates arbitration shall notify the other party in writing within ninety (90) clear calendar days from the date of the Company's final grievance or discipline appeal decision of their intent to arbitrate, including a selection of single arbitrators for review by the other party, or advice that the matter is being withdrawn from arbitration.

All such written notifications shall be forwarded by Faxcom.

18.04 Any decision not submitted to arbitration within the time limits referenced in Article 18.03, shall be final and binding upon the Company, the employee and the Union.

18.05 Within fifteen (15) days, the other party will confirm their agreement with one of the single arbitrators identified in the correspondence referenced in Article 18.03 or notify the other party, in writing, of their non-acceptance and provide an alternative selection of single arbitrators.

18.06 Following receipt of the advice regarding the selection of single arbitrators referenced in 18.03 and should the parties fail within thirty (30) clear calendar days, to agree on a single arbitrator, the Minister of Labour for Canada may be requested by the parties, acting jointly, or by either party acting separately, to appoint an arbitrator.

18.07 The arbitrator shall convene a meeting of the parties, take relevant evidence and make every effort to complete the hearing of the case within thirty (30) days of his appointment and to issue a written decision to the parties, within fifteen (15) days of the hearing.

- 18.08 The decision of the arbitrator shall be final and binding upon the Company, the employees and the Union.
- 18.09 The fees and expenses of the arbitrator shall be borne equally by each party.
- 18.10 The arbitrator shall not, in the case of a grievance appeal, make any decision inconsistent with the provisions of this Agreement, nor shall he alter, modify, or amend any part of this Agreement, but he shall have the authority to determine, except as limited by the Agreement, the compensation to which an aggrieved employee may be entitled.
- 18.11 In the case of disciplinary or discharge appeals, the arbitrator may either uphold the Company's final decision, fully exonerate and reinstate the employee with pay for all time lost, or render such intermediate decision as he considers just and equitable.
- 18.12 Unassigned

18.13 Medical Board – Disability Pension

In situations where there is disagreement regarding an employee's entitlement to a disability pension, the following will apply:

- a) The employee will file a grievance in accordance with Article 17.03.
- b) Should the matter not be resolved through the grievance process and the Union elect to exercise their rights under Article 18, the arbitral process will be replaced by a process involving a third party medical board as described below.
- c) The board will consist of three (3) members, one (1) selected by the Company, one (1) selected by the Union and a third who is mutually agreed upon.
- d) Each board member will be a medical Doctor with minimum qualifications to be agreed upon by the parties.
- e) Board members will be contracted to convene twice yearly for a period of three (3) days on agreed to dates.
- f) The specific grievance(s) to be presented to the board will be identified by the Union a minimum of forty-five (45) days prior to the scheduled date of the hearing.
- g) The medical board hearing will be cancelled if there are no specific grievances identified in accordance with item f).

- h) The cost of the medical board will be shared on a fifty-fifty (50/50) basis between the Company and the Union.
- i) There will be no change to Company rules/regulations as a result of this agreement.
- j) Board decisions will be final and binding on the parties.
- k) Additional administrative details regarding the functioning of this board will be discussed and agreed to through the UMCM process

ARTICLE 19 – UNION ACTIVITIES

19.01 Time clearance requests for Shop Stewards, Regional Shop Committees, Shop Committee duties; Union time clearance for Local or District Lodge activities will not be unreasonably withheld.

19.02 SHOP STEWARDS – SYSTEM

- 1) It is essential that all time consumed by Union Shop Stewards be recorded and charged to the appropriate Work Order Number. Therefore, Shop Stewards must obtain clearance from their Supervisor before performing Union activities within their respective work areas. Under circumstances where the activity is outside their own work areas, they will obtain clearance from the Supervisor in the other work area before commencing such activities.
- 2) Shop Stewards must give a general description of the reason for their absence.
- 3) There must be a reasonable relationship between time spent on grievance investigation and grievance presentation. Any unreasonable ratio will be challenged and the Steward(s) will be expected to account for his time within reason.

19.03 UNION REGIONAL SHOP COMMITTEES

Union Regional Shop Committees are established at Halifax Dorval, Toronto, Winnipeg, Calgary and Vancouver as follows:

- a) **Technical Services and Logistics & Supply – Dorval Base**
 - 1) The Committee will be comprised of a full time Chairperson.
- b) **Airport & Cargo Operations – Dorval**
 - 1) The Committee will be comprised of a Chairperson and one (1) additional employee, both full-time.
- c) **Technical Services and Logistics & Supply – Toronto**
 - 1) The Committee will be comprised of a Chairperson and one (1) additional employee, both full-time.
- d) **Airport & Cargo Operations – Toronto**
 - 1) The Committee will be comprised of a Chairperson and three (3) additional employees, all full-time.

- e) **Technical Services and Logistics & Supply and Airport & Cargo Operations – Winnipeg**
 - 1) The Committee will be comprised of two (2) employees.
 - 2) The Chairperson and one (1) additional employee, both full-time.
 - 3) Unassigned
 - 4) Unassigned
- f) **Technical Services and Logistics & Supply - Vancouver**
 - 1) The Committee will be comprised of a full time Chairperson
- g) **Airport & Cargo Operations – Vancouver**
 - 1) The Committee will be comprised of a Chairperson and one (1) additional employee, both full-time.
- h) **Technical Services and Logistics & Supply and Airport & Cargo Operations – Halifax**
 - 1) The Committee will be comprised of two (2) employees.
 - 2) The Chairperson (full-time), and one (1) additional employee, who's activities will be in accordance with the provisions of Article 19.05.
- i) **Technical Services and Logistics & Supply and Airport & Cargo Operations – Calgary**
 - 1) The Committee will be comprised of two (2) employees.
 - 2) The Chairperson and one (1) additional employee, both full-time.

19.04 UNION SHOP COMMITTEES

Union Shop Committees are established at Ottawa, Edmonton and Mirabel as follows:

Shop Committees – Ottawa and Edmonton

- 1) These Committees will be comprised of two (2) employees.
- 2) Due to the limited size of the operation at these locations, the Shop Committees will follow their regular shift and act on the Committee as required.

- 3) Time, as required, does not have to be for an entire shift. When part of a shift has been scheduled, such time clearance will be for a continuous period. This clearance is set to 20 hours per week with no set daily limit.
- 4) Every effort will be made to advise the Company, in advance, of any extra time needed to perform Union activities. Such requests will not be unreasonably denied.
- 5) Every effort will be made by the Company to schedule employees time off to perform Union duties.
- 6) The Chairpersons will be scheduled for twenty (20) hours of time clearance per week.

NOTE 1: The above understanding is dependent upon the Chairperson and Committee Members providing the Company with a bi-weekly distribution of Committee functions by Work Order Number (i.e., NA – Grievance Investigation and NB – Grievance Presentation) and is subject to maintaining a reasonable relationship between the time spent on Grievance Investigation and Presentation. Any ratio considered unreasonable will be reviewed with the Committee and processed as required.

19.05 SHOP COMMITTEE ACTIVITIES

All Union Regional Shop Committee and Shop Committee activities are restricted to the point where the Committee is located.

In addition to carrying out the responsibilities of a Shop Committee, the Union Regional Shop Committee is the contact for closing Promotional Bulletins and Vacancy Notices and they handle Second Level Grievance and First Level Discipline Appeal cases.

19.06 CLEARANCE OF UNION TIME – LOCAL OR DISTRICT LODGE ACTIVITIES

The Company does not want to restrict in any way the legitimate functions of Union Representatives; therefore to ensure an orderly approach to clearance of time for Union activities, the following procedures will apply:

- a) All clearance of time for Union activities must be in writing, at least seven (7) calendar days prior to the time required. However, the Company recognizes that it may not always be possible to give seven (7) calendar days notice due to unusual circumstances and is prepared, within reason, to give consideration to such cases.

- b) Any changes to the original clearance must be received in writing at least three (3) working days prior to the time required.
- c) Every effort will be made to release Union Representative(s) on the date(s) requested. The Company will endeavour to advise the employee(s) of their decision as soon as possible. However, it may not always be possible to release an employee for Union activities. Under circumstances where it is not possible to release Union Representative(s) on the date(s) requested, the employee(s) involved, the appropriate Local/District Lodge and Labour Relations Manager will be verbally advised of the reason Production Supervision are unable to comply with the request.

Upon receipt of written request from the appropriate Local/District Lodge, the Labour Relations Manager will confirm the reason in writing.

Where the Company has agreed to release employee(s) for Union activities, such decisions will not be rescinded (within the forty-eight hour period immediately preceding the agreed-to time off), except under extenuating circumstances.

- d) All authorization for time clearances from the Local Lodges must be coordinated by the President or his designated representative.
- e) All authorization for time clearances from the District Lodge must be coordinated by the National President and Directing General Chairperson, District Lodge 140 or his designated representative.
- f) With respect to the replacement of R.D.O.'s lost while on Union activities, the Company will continue to make every effort to grant compensatory time off, regardless of whether the time off is chargeable to the Company or the Union. However, where the time off is chargeable to the Company and it is not possible to release such employee(s), the Company has no other reasonable alternative but to exercise the option of a straight time credit.
- g) Time consumed on Union activities which are chargeable to District Lodge 140, will be charged to Work Order Number NK.
- h) Time consumed on Union activities which are chargeable to the Local Lodge, will be charged to the following Work Order Numbers.

Local Lodge 714 – W.O. NL
 Local Lodge 1751 – W.O. NM
 Local Lodge 2323 – W.O. NN
 Local Lodge 764 – W.O. NP
 Local Lodge 1681 – W.O.NO
 Local Lodge 1763 – W.O. NQ

19.07 UNION BUSINESS – GENERAL

The Union will pay for all time dedicated solely to Union business, such as executive committee meetings, stewards meetings, election of stewards or any other activity previously allowed, on the basis of individual approval.

19.08 NEGOTIATING COMMITTEE

The Company will pay the salary of eight (8) members of the Union Negotiating Committee during direct negotiations. Time consumed during Union Pre-Negotiations and periods not in direct negotiations will be charged to the applicable Local/District Lodge Work Order Numbers which will be provided to the Company with the respective time clearances.

19.09 TRAVEL CREDITS

Under circumstances where an employee is required to travel from and to his Home Base while on Union business, one extra day account travel will be allowed in each direction in cases where the scheduled flight leg(s) is more than two (2) hours duration.

An employee will be expected to travel on his own time, where the scheduled flight leg(s) is two (2) hours or less. However, under extenuating circumstances (e.g., combination of employee's scheduled shift and meeting times) reasonable time will be allowed. In the event of any difficulties, the matter will be resolved with the appropriate General Chairperson/Local Lodge President or the Committee of General Chairpersons.

19.10 R.D.O./VACATION INTERRUPTION – SPECIAL COMMITTEES/NEGOTIATIONS

Under circumstances where the Company assumes the cost of the time involved for special committees and/or negotiations and vacation is interrupted, the number of days involved will be considered as vacation earned but not taken. Such vacation will be re-scheduled at a time mutually agreeable between the Company and the employee. It also was agreed that in cases where such employees meet with the Company or travel on an R.D.O., they will be given compensatory time off or, at the discretion of the Company, be credited with eight (8) hours at straight time.

19.11 WORK ORDER NUMBERS – TIME CONSUMED IN UNION ACTIVITIES

The applicable Work Order Numbers for all time consumed in Union business are as follows:

NA Union Activities – Shop Committee Functions – Chargeable to the Company – Investigation

Includes all "Productive" time lost by Chairpersons and members of Shop Committees while carrying out the functions of their offices that are considered as acceptable charges to the Company, such as the investigation of grievances.

NB Union Activities – Shop Committee Functions – Chargeable to the Company – Presentation

Includes all "Productive" time lost by Chairpersons and members of Shop Committees while carrying out the functions of their offices, such as the presentation of grievances in official discussions with Management representatives.

NC Union Activities – Joint Training & Licensing Committee – Chargeable to the Company

Includes: a) All "Productive" time lost by the Chairperson and members of the Joint Training & Licensing Committee while carrying out the functions of their office.

b) All "Productive" time lost by the Chairperson of the Joint Training & Licensing Committee, or his designated representative participating at the Second Level of the Appeal Procedure.

ND Union Activities – Shop Steward Functions – Chargeable to the Company – Grievance Investigation

Includes all "Productive" time lost by the Steward while carrying out the functions of his office that are considered as acceptable charges to the Company, such as the investigation of grievances through discussions with the aggrieved party, Chief Steward or Shop Committee and in some cases, with the immediate Supervisor.

NOTE: Management has requested and the Union has agreed, that the time charged to this phase will be kept to a minimum.

NE Union Activities – Shop Steward Functions – Chargeable to the Company – Grievance Presentation

Includes all "Productive" time lost by the Steward while carrying out the functions of his office, such as the presentation of grievances, while in official discussions with the immediate Supervisor.

NG Union Activities – Negotiations – Chargeable to the Company

Includes all "Productive" time lost by designated members of the Union Negotiation Committee for which the Company accepts the responsibility salary-wise for the time spent in negotiations with the Company. Also included, is all "Productive" time lost by designated members of "Special Committees" (arising out of Negotiations) and for which the Company accepts responsibility salary-wise for the time spent in discussions with the Company.

Time charged to this Work Order Number, must be limited to absence previously authorized by the Office of the Director, Labour Relations – Technical Services and approved by the Headquarters Office of the Business Unit concerned.

N + Union Activities – General – Chargeable to the Union
Local
Lodge Code (Appropriate Local Lodge)

(e.g., NQ
(LL1763))

Includes all "Productive" time lost to recognized Union activities for which the appropriate Local Lodge accepts complete responsibility, such as Union Conventions, Election of Stewards and meetings called by the Union to discuss and/or perform internal Union business. Examples of the latter are Steward meetings, Executive Committee meetings, pre-negotiations, audits, tellers, Union-requested witness, additional representatives at Third Level Appeals, etc. Also included is all "Productive" time lost by designated members of the Union Negotiating Committee for which the Union accepts complete responsibility for time spent in negotiations with the Company.

Exceptions: Where Steward elections are carried out, only the time consumed by the Union official(s) conducting the election is chargeable to this Work Order Number.

NK Union Activities – General – Chargeable to the Union District Lodge 140

Includes all "Productive" time lost due to recognized Union activities for which District Lodge 140 accepts complete responsibility, such as attendance at District Lodge Executive Board meeting, performance of specific District Lodge functions, etc.

NOTE: The Union has agreed that requests for time off to perform District Lodge functions will be clearly identified as such to ensure that all "Productive" time lost as a result will be correctly charged to Work Order Number NK.

NS Union activities – Employee Assistance Program (EAP) – Chargeable to the Company

Includes all "productive" time lost by any employee while carrying out the functions of an identified and approved Regional Employee Assistance Program (EAP) Union Representative and/or "productive" time lost by any employee participating in approved EAP activities such as attending quarterly meetings, special EAP projects/assignments and EAP training.

19.12 POSTING OF UNION NOTICES

The Union shall have the right of posting Union notices of direct interest to the employees at all locations at which Union members are employed.

The Union undertakes to supervise the material posted so that offensive matters will not be posted.

19.13 UNION REPRESENTATION

- 19.13.01 Employees accepting full time employment within District Lodge 140 of the Union as representatives of the employees covered by this Agreement, shall be granted a leave of absence by the Company. The Union will advise the names of such employees, the term of the leave of absence being requested and the specific purpose for the leave.

An employee on leave of absence for this purpose shall retain and continue to accrue seniority and Company service.

These employees shall have all benefits and privileges continued in effect during such leaves. The Union shall pay the Company and the Union employee contributions for costs incurred for Employee Benefit Plans.

Other terms, conditions and administrative details of the leave of absence will be as per the letter from the Company dated June 15, 1997.

- 19.13.02 The elected representatives above, provided they are employees on leave of absence from the Company, will be provided with, necessary air transportation within Canada in accordance with Company Regulations during their terms of office for use in connection with their work related to Air Canada and to the extent permitted by law.

- 19.14.01 In the event of an interview in which disciplinary action may be contemplated, or where a performance meeting is held the Employee may request the presence of a Union representative. The Employee may have the representative of their choice provided that representative is available and on shift and will not unreasonably delay the meeting.

- 19.14.02 The parties acknowledge it is in their mutual best interest that Interviews between the Company and employees will be conducted in a fair, dignified and mutually respectful manner. The purpose of the interview is to gather

facts prior to a decision on corrective action being reached, providing an opportunity for each party to fully ask questions and make comments in an orderly, structured manner.

- 19.14.03 Prior to the commencement of the interview, the Supervisor, Union representative and the employee shall review the roles and responsibilities as stated below of each participant and the purpose / intent of the interview.
- 19.14.04 Union representatives will be required to obtain clearance from their Supervisor before performing Union activities within their own work area. Under circumstances where the activity is outside their own work area, they will first obtain clearance from their own Supervisor and then obtain clearance from the Supervisor in the work area (outside of their work area) before commencing such activities.
- 19.14.05 The Supervisor, Union Representative and Employee shall conduct themselves in a professional and courteous manner throughout the interview. Once the Manager has completed his interview either the Employee and or the Union Representative will be afforded an opportunity to ask questions and/or address any issues raised during the interview.

ARTICLE 20 – GENERAL PROVISIONS

20.01 UNIFORMS

- 20.01.01 All Customer Service Agents (except those employees in the Central Baggage Office and the Weight & Balance Office) will be required to wear the standard Air Canada dress uniform. The Company will supply name brevets.
- 20.01.02 Employees required to wear Company work/dress wear will receive an annual one hundred and seventy dollars (\$170) towards the purchase of Company uniforms.

20.02 MEDICAL ATTENTION

Employees injured while at work shall be given medical attention at the earliest possible moment and employees shall be permitted to return to work when approved by the Company Doctor, without signing any release of liability pending the disposition or settlement of any claim for damage or compensation.

20.03 ORDERS IN WRITING

- 20.03.01 All orders to a permanent employee involving a change in location or assignment, promotion, demotion, dismissal, lay-off, disciplinary action and leave of absence shall be stated in writing, copy of such orders being supplied to the local Shop Committee.
- 20.03.02 Employees whose period of term employment is terminated, will be given orders, in writing, covering such termination and a copy of such orders will be supplied to the local Shop Committee.

20.04 WORKING IN INCLEMENT WEATHER

Except as may be required by the operation, employees shall not be required to work on aircraft outside of hangars during inclement weather.

20.05 SAVING CLAUSE

- 20.05.01 Should any part or provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof and they shall remain in full force and effect.
- 20.05.02 Where the provisions of this Agreement are at variance with the Company Regulations, the former shall take precedence.

20.06 CHECK-OFF OF UNION DUES

- 20.06.01 Effective January 1, 1954, the Company shall deduct, on the payroll for the first pay period of each month, from wages due and payable to each employee coming within the scope of this Collective Agreement, an amount equivalent to the monthly union dues of the Union, subject to the conditions set forth hereunder.

- 20.06.02 The amount to be deducted shall be equivalent to the regular dues payment of the Union and shall not include initiation fees or special assessments. The amount to be deducted shall not be changed during the term of Agreement, except to conform with a change in the amount of regular dues of the Union in accordance with its constitutional provisions.

- 20.06.03 Membership in the Union shall be available to any employee eligible under the constitution of the Union on payment of the initiation or reinstatement fees uniformly required of all other such applicants by the local lodge. Membership shall not be denied for reasons of race, national origin, colour or religion.

- 20.06.04 Deductions shall commence on payroll for the first pay period of the calendar month, following completion of thirty (30) calendar days, after date of employment in a position covered by this Agreement, but in no case shall deductions commence earlier than the payroll for the first pay period of the calendar month following completion of thirty (30) days after date of last entry into the Company.

- 20.06.05 If the wages of an employee, payable on the payroll for the first pay period of any month, are insufficient to permit the deduction of a full amount of dues, no such deduction shall be made from the wages of such employee by the Company in such month. The Company shall not, because the employee did not have sufficient wages payable to him on the designated payroll, carry forward and deduct from any subsequent wages, the dues not deducted in an earlier month.

- 20.06.06 Only payroll deductions, now or hereafter required by law, deduction of monies due or owing the Company, pension deductions and deductions for provident funds shall be made from wages prior to the deduction of dues.

- 20.06.07 The amount of dues deducted from wages accompanied by a statement of deductions from individuals, shall be remitted by the Company to the Union, as may be mutually agreed by the Union and the Company not later than thirty (30) calendar days following the pay period in which the deductions are made.

- 20.06.08 The Company shall not be responsible financially or otherwise either to the Union or to any employee, for any failure to make deduction or for making improper or inaccurate deductions or remittance. However, in any instances in which an error occurs in the amount of any deduction of dues from an

employee's wages, the Company shall adjust it directly with the employee. In the event of any mistake by the Company in the amount of its remittance to the Union, the Company shall adjust the amount in a subsequent remittance. The Company's liability for any and all amounts deducted, pursuant to the provisions of this Article, shall terminate at the time it remits the amounts payable to the Union.

- 20.06.09 The question of what compensation, if any, shall be paid the Company by the Union in recognition of services performed under 20.06, shall be left in abeyance, subject to reconsideration at the request of either party on fifteen (15) days notice in writing.
- 20.06.10 In the event of any action at law against the parties hereto resulting from any deduction or deductions from payrolls, or to be made by the Company pursuant to 20.06 of this Agreement, both parties shall cooperate fully in the defence of such action. Each party shall bear its own costs of such defence except that if, at the request of the Union, counsel fees are incurred, these shall be borne by the Union. Save as aforesaid, the Union shall indemnify and save harmless the Company from any losses, damages, costs, liability or expense suffered or sustained by the Company as a result of any such deduction or deductions from payrolls.

20.07 SUB-CONTRACTING

- 20.07.01 Sub-contracting will normally only be resorted to in situations such as the following:
- a) To finalize development of a proprietary unit.
 - b) Where the nature or volume of the work is such that it does not justify the capital or operating expenditure involved.
 - c) Where the nature or volume of the work is such that undesirable fluctuations in employment would automatically result.
 - d) To meet an emergency condition.
- 20.07.02 The Company agrees to advise the Union, in writing, of an intent to sub-contract, a minimum of thirty (30) days prior to the actual sub-contract. In an emergency, or in situations of a requirement of the service, the Union will be advised, as soon as possible, in conjunction with the need being known. Notification will be given to the Shop Committee/Steward at the point and the appropriate General Chairperson. This advice will contain such information as the number of units or services involved, anticipated duration, and reasons for the sub-contract, as applicable.
- 20.07.03 Either the Shop Committee or the General Chairperson will be allowed a review of the sub-contracting situation. Such reviews will be conducted in conjunction

with the normal communication processes established between the Company and the Union. For significant sub-contracts, such reviews may be initiated by the Committee of General Chairpersons with Labour Relations at the Headquarters Level (UMCM). Such reviews will be conducted in advance of the sub-contract where possible.

NOTE: In emergency/requirement of the service situations where the notice to the Union of sub-contract is less than thirty (30) days, such sub-contracts shall be subject to the normal review process.

- 20.07.04 The Company agrees to share with the Union the cost- benefit analysis information, if available, done in connection with any sub-contract and to provide the Union with the opportunity to present submissions in support of retaining the work within the bargaining unit.
- 20.07.05 The above situations refer to normal airline operational functions only and do not refer to items which are normally obtained from manufacturers or suppliers.
- 20.07.06 The Company further agrees that, prior to any layoff, District Lodge 140 will be allowed a review of any "sub-contracting" situations with a view to reassessment of the practicability of performing the work within the bargaining unit.
- 20.07.07 The leasing of equipment associated with normal airline operational functions will be handled in accordance with the policy outlined in this Article.
- 20.07.08 The Company agrees that the sub-contracting of work normally performed by classifications in categories covered by this Collective Agreement will not result in staff reduction of those permanent employees affected by the sub-contract.

20.08 SAFETY AND HEALTH COMMITTEES

- 20.08.01 While the question of safety is of paramount importance to all personnel, Supervisors are specifically charged with the duty of initiating and monitoring all practices necessary to ensure the safety and health of employees, as well as ensuring the safety of all equipment.
- 20.08.02 Supervisors must be especially vigilant regarding both unsafe work habits of employees and work conditions and are required to act on any report by an employee of an unsafe work habit or condition.
- 20.08.03 An employee who observes an unsafe condition or act that he cannot personally correct, shall notify his Supervisor or refer it to his Steward who will advise the Supervisor. Where the employee or the Steward is not satisfied that the Supervisor has, in a reasonable period of time, effectively dealt with the situation, the matter shall be referred to the appropriate Safety and Health Committee.

20.08.04 Where the Company has, in accordance with the Code, authorized the establishment of a Committee, it shall consist of a number of employees who exercise managerial functions and a number who do not; at least half of the members must be employees who do not exercise managerial functions and have been selected by the Union.

NOTE: Where a Committee has not been authorized any safety and health item, should be promptly dealt with on a local basis by a designated employee who exercises managerial functions and one who does not.

20.08.05 The number of committee members will be determined at each location, but the number should be large enough to permit productive interaction while small enough to keep the committee manageable. The number of committee members should not in any case be less than four (4) nor more than twelve (12).

20.08.06 The committee member's term of office shall be two (2) years, but any member may be re-appointed; the employee representatives on the committee shall be appointed by the Union.

20.08.07 A committee shall have two Co-Chairpersons of equal standing chosen from the members of the committee; one being an employee representative selected by the employee representatives on the committee and the other being a managerial representative selected by the managerial representatives on the committee.

20.08.08 The Company will post the names and work locations of all the members of any committee it has established in a conspicuous place or places where they are likely to come to the attention of the employees the committee represents.

20.08.09 The powers and functions of the committee(s) are:

- a) Shall receive, consider and expeditiously dispose of complaints relating to the safety and health of the employees represented by the committee;
- b) Shall maintain records pertaining to the disposition of complaints relating to the safety and health of the employees represented by the committee;
- c) Shall cooperate with any occupational health service established to serve the work place;
- d) May establish and promote safety and health programs for the education of the employees represented by the committee;

- e) Shall participate in all inquiries and investigations pertaining to occupational safety and health including such consultations as may be necessary with persons who are professionally or technically qualified to advise the committee on those matters;
- f) May develop, establish and maintain programs, measures and procedures for the protection or improvement of the safety and health of employees;
- g) Shall regularly monitor programs, measures and procedures related to the safety and health of employees;
- h) Shall ensure that adequate records are kept on work accidents, injuries and health hazards and shall regularly monitor data relating to those accidents, injuries and hazards;
- i) Shall cooperate with safety officers;
- j) May request from an employer such information as the committee considers necessary to identify existing or potential hazards with respect to materials, processes or equipment in the work place; and
- k) Shall have full access to all government and employer reports relating to the safety and health of the employees represented by the Committee but shall not have access to the medical records of any person except with the consent of that person.

Information received by such committees shall be treated as privileged information for the specific use of the committee for the item being discussed. Full access to such information will be provided to Safety Officers of Labour Canada.

20.08.10 Minutes of committee meetings shall be prepared in a format acceptable to the Regional Director of Labour Canada. The minutes must be approved and signed by the Co-Chairpersons before they are released for distribution and posting.

20.08.11 The Co-Chairperson selected by the managerial representative on the committee shall ensure that a copy of the minutes of each committee meeting is:

- a) Posted at all work places within the area for which the committee is established; and
- b) Is given to the Company, District Lodge 140 and the appropriate General Chairperson & Local Shop Committee for the area for which the committee is established.

- 20.08.12 The Company shall send a copy of the minutes of each committee meeting to the appropriate Regional Director of Labour Canada.
- 20.08.13 A committee will meet at least monthly during regular working hours or on an urgent basis, as a result of an emergency or other special circumstance. All meetings of the committee shall be called by the committee Co-Chairpersons. A majority of the members of a committee, at least half of whom are employees who do not exercise managerial functions, shall constitute a quorum.
- 20.08.14 A member of a committee will be granted such time from his work as is necessary to attend meetings or to carry out any other functions assigned by the committee Co-Chairpersons. Any time spent attending a meeting or carrying out any approved functions as a member of the committee shall be considered as time worked and covered by existing time recording procedures and the provisions of the Agreement.

NOTE: In the event that neither of the Co-Chairpersons are available, a Safety and Health Committee Member may discuss the circumstances surrounding a safety issue which he believes requires immediate attention, with the Supervisor involved.

- 20.08.15 No member of a committee is personally liable for anything done by him in good faith while carrying out his role as a member of a Safety and Health Committee.
- 20.08.16 Subject to the foregoing, a committee may establish its own procedures, rules and regulations. Committees may not, however, change work rules or procedures, allocate or commit Company funds or personnel without express approval of the appropriate management authority.
- 20.08.17 Matters not resolved by the committee, may be referred to the Safety Officer of Labour Canada.
- 20.08.18 The committee(s) will function within the spirit and intent of Part II of the Canada Labour Code, and consistent with the Corporate Guidelines, Safety & Health Committees, containing the terms of reference, structure, and operating principles agreed to between the Company and the Union for the operation and administration of Safety and Health Committee(s).

20.08.19 Supervisor's Accident Report

An employee involved in an accident will be provided with a completed copy of the Supervisor's Accident Report (ACF32), if he so requests.

20.08.20 Corporate Safety Audits

Where the Company conducts a Corporate Safety Audit, a local IAMAW Safety and Health Committee representative will be invited to participate in phases

involving Airport & Cargo Operations, Logistics and Supply, and Technical Services areas.

Prior to participation in the Corporate Safety Audit process, individuals must attend related audit training which will be provided by the Company.

Safety and Health Committee representative's participation in subsequent Corporate Safety Audit review sessions and communication activities will be determined at the local level.

A copy of the section of the Corporate Safety Audit report relating to the specific area(s) will be available from the local Business Unit Manager on request by the local Safety & Health Committee. This information is considered to be privileged and is for internal and confidential use only

20.09 REORGANIZATION OF CORPORATE STRUCTURE

In the event that the Company changes ownership, merges with another Company or in any way changes its corporate identity, this Agreement will remain in full force and effect and the certificate issued by the Canada Labour Relations Board then in effect shall not be affected in any way, except as otherwise governed or directed by the Board. The Company further agrees to enter into negotiations with the Union relative to the protection of employee seniority and other conditions of this Agreement. Failing settlement, the Canada Labour Code, Part I will apply.

- 20.09.01 The parties agree that in the event of a merger, amalgamation or acquisition involving an intermingling of employees, the joint position of the parties in any proceeding(s) involving the resolution of competing claims to seniority will be that preferential seniority provisions in any relevant Collective Agreement should be of no effect in establishing a merged seniority list.

20.10 SEVERANCE PAY

- 20.10.01 A permanent employee covered by this Agreement who has completed one (1) year of continuous service under this Agreement immediately prior to being laid-off, through no fault or action of his own, including lay-off resulting from merger or geographical relocation, shall receive severance pay as provided in 20.10.02, subject to the limitations and conditions set forth herein, but he shall receive no severance pay if any one or more of the following conditions exist.

- a) He exercises his seniority in order to remain in the employ of the Company or accepts transfer.
- b) He accepts any other employment with the Company or refuses to accept a job in his own or comparable work classification under this Agreement.

- c) He fails to exercise his seniority which would enable him to remain in the employ of the Company.
- d) The lay-off caused by an Act of God, a national war emergency, revocation of the Company's operating certificates or certificate, or grounding of a substantial number of Company aircraft for reasons beyond the Company's control.
- e) The off-duty status results from a strike, lockout or picketing of the Company's premises.
- f) He is on leave of absence on the effective date of lay-off. In the case of an employee on leave of absence due to illness on the date of lay-off, these provisions will become effective on the date that he is able and reports for work following termination of such leave of absence.
- g) His service is terminated as a result of discipline, retirement, medical reasons or resignation other than as a direct result of, or during a lay-off.
- h) The layoff is temporary in nature.

20.10.02 Severance pay shall be in accordance with the provisions of the Canada Labour Code.

20.10.03 The employee eligible for severance pay shall receive such pay starting at the time of lay-off and payments for the amount due shall be at regular pay periods and continue until all severance pay credit is used, except that in no event shall any such pay be due after the effective date of recall or acceptance of other employment in the Company.

20.10.04 In the event that a laid-off employee is recalled or obtains other employment with the Company without having used all his severance pay, the unused time will be credited to his account; however, service for additional severance pay credits will only be accumulated from his date of recall to the position from which he was laid-off.

20.11 EXPENSES

Expenses payable to personnel for field work, regional relief and training assignments, away from home base, are specified herein for personnel covered by this Agreement.

20.11.01 En route to and from Assignment

Hotel and applicable per diem, limousine or taxi fare (the lesser of the two costs) may also be claimed on the basis of actual and reasonable costs

involved, including arrival and departure at the point of assignment. This is applicable only if transportation has not been prearranged by the employer.

At home base an employee may claim the lesser of the two costs between mileage and cab fare for assignments occurring on a scheduled regular day off (RDO).

20.11.02 At point of Assignment

Hotel, plus personal expenses – sixty five (\$65.00) per day, all inclusive, for personal expenses, which include meals, gratuities, laundry, valet service, etc.

20.11.03 Unassigned

20.11.04 Providing the nature of the assignment permits, an employee electing to reside with relatives or friends will be entitled to claim Fifty Dollars (\$50.00) per calendar day in lieu of the cost of a hotel room.

20.11.05 The Company will provide travel insurance for the travel days only in the amount of Two Hundred Thousand Dollars (\$200,000.00) for the employee so assigned.

20.11.06 The per diem is primarily applicable within Canada and the Company will continue to establish an appropriate rate for outside Canada as required. In any event, the amount will not be less than the Canadian per diem. For field work, regional relief and training assignments in the United States, the per diem specified in 20.11.02 will be claimed in U.S. funds.

20.11.07 Single room accommodation, in hotels designated by the Company, will be made available for field work, regional relief and training assignments away from base. Where no accommodation can be found in designated hotels, employee is confined to comparable rates in other hotels.

20.11.08 Where employees are on training assignments away from their base for more than one (1) week, they will be allowed downtown hotel accommodation with Company provided transportation.

20.11.09 Daily transportation is not claimable unless special authorization is first obtained locally. However, any transportation or allowance provided regularly for local employees, will be made available.

20.11.10 Detailed expense accounts will be submitted.

20.12 EMPLOYEE PERSONAL FILE

Although an employee's personal file is Company property, should employees be concerned with the contents, they may, in the presence of a management representative, review any area of the personal file. Such reviews must:

- a) Be arranged through the employee's immediate Supervisor,
- b) Be scheduled for a mutually convenient time and time involved in such reviews must also be reasonable.

The employees will, upon request, be provided with a copy of specific document(s) contained in the file which they have reason to believe are in error.

The above-referenced reviews may also be arranged with Personnel Services supervision under circumstances where an employee is on a Regular Day Off (R.D.O.).

20.13 LANGUAGE OF AGREEMENT

Collective Agreements are to be published and preferably executed, simultaneously in English and French, but may be distributed in either language when the employee's preference has been previously determined; in the event there is a difference between the English and French versions of the Collective Agreement, preference is to be given to the version thereof that best corresponds to its true spirit, intent and meaning as originally negotiated and best ensures the attainment of its objectives as agreed upon between the parties.

20.14 OFF-DUTY STATUS

- 20.14.01 The Union acknowledges the Company's right to place employees on "off-duty status without pay" under circumstances where the Company discontinues its revenue operations due to an Act of God, national war emergency, revocation of the Company's operation certificates or certificate, strike, lockout or picketing of the Company's premises, grounding of a substantial number of Company aircraft or other circumstances over which the Company has no control.
- 20.14.02 The General Chairpersons will be informed of the Company's intention to place employees on "off-duty status without pay" and the general handling of employees covered by the Agreement will be reviewed. At each point where employees are affected, local Union representatives will be advised of detailed handling.
- 20.14.03 Employees will be given a minimum of twenty-four (24) hours notice of intended action before being placed on "off-duty status without pay". Where such notice is verbal, it will be subsequently confirmed in writing. In any event, "off-duty status without pay" will not commence until twenty-four (24) hours after cessation of service.
- 20.14.04 Where employees are retained or returned to duty to perform required work, senior qualified employees shall be assigned on the basis of classification seniority in the category at the point. However, employees in above basic classifications will be assigned, at the point, to the next highest above basic classification in the category in which currently employed and in which they

hold seniority and for which there is a staffing requirement. Such assignments will be subject to the ability of the employee to perform the function of the above basic classification. Exceptions may be made where special skills or job continuity is required. In cases where it is decided to carry on scheduled training programs, those employees already involved shall be retained.

NOTE 1: Category 4 and Categories/Classifications within Operations Support will be assigned to their former category/classification in which they hold seniority.

NOTE 2: The scheduling process in the application of assigning employees to above basic classifications as above, will not attract any special compensation for a change in shift schedule. Each affected employee's days on/days off will be balanced over the time period immediately preceding, during and following the period of off-duty status.

NOTE 3: Any errors in the administrative process, in the application of assigning employees to above basic classifications as above, will be corrected within seventy-two (72) hours of the error being identified to the Company by either the affected employee or the Union. Such errors will not be subject to the grievance procedure or any compensation for the period of time involved.

20.14.05 The Company will not discriminate against Union members with respect to clerical employees working in close relationship to employees covered by the Collective Agreement. This provision has no application to managerial, supervisory or confidential personnel in matters relating to labour relations.

20.14.06 Where employees covered by the IAMAW Agreement are placed on "off-duty status without pay", other employees will not perform work that is normally done by employees of the bargaining unit.

20.14.07 No overtime will be worked in a classification/category at the point while employees are on "off-duty status" in that classification/category.

20.14.08 An employee on leave of absence without pay will retain his current status until the scheduled termination of such leave at which time the employee is placed on "off-duty status".

20.14.09 Employees who are on vacation at the time, will continue on such vacation with pay for the dates of the actual vacation only.

Employees whose vacations are scheduled to start after or during "off-duty status" will take such vacation with pay as scheduled. Such vacations will not be postponed or re-scheduled.

- 20.14.10 Company sick leave benefits will not be granted to an employee on "off-duty status". However, any illness during the period of "off-duty status" may be reviewed at the Company Headquarters Level upon request of the Committee of General Chairpersons. However, those employees who are in receipt of GDIP benefits will continue to receive same until their disability ceases, at which time they are placed on "off-duty status – without pay".
- 20.14.11 Deductions for insurance premiums will continue to be made on any "full" or "part" pay cheques issued. However, when pay has ceased, the Company will arrange to have coverage continued. The premiums will be deducted from pay cheques after return to work.
- 20.14.12 In off-duty status situations as outlined in Article 20.14.01, employees will be provided, on a request basis, a one time opportunity to elect voluntary "Off-Duty Status Without Pay". Such requests will be approved, by the Company, subject to operational requirements. Such requests for voluntary "Off-Duty Status Without Pay" may not be changed regardless of the duration of the period of off-duty status. Such employees are also ineligible for short-term/ temporary return to work assignments unless identified, by the Company, as an operational requirement, and the employee must then return to work in accordance with instructions received.

20.15 TECHNICAL SERVICES / AIRPORT & CARGO OPERATIONS ORGANIZATION

- 20.15.01 Technical Services personnel at line stations are employed by the Technical Services Business Unit and responsible to the appropriate Maintenance Manager for all technical requirements. They are, however, assigned to and under the jurisdiction of the appropriate Airport Manager for the purpose of delegation of duties, administration and discipline.

At Calgary, Edmonton, Ottawa and Mirabel, however, delegation of duties and discipline will be handled by Technical Services Management assigned to these locations. The Airport & Cargo Operations Business Unit will continue to provide the administration services in these stations.

The technical requirements with respect to any one flight, however, are dependent upon such factors as the type of aircraft, its condition and whether or not snags are reported, together with the regulations as laid down in the appropriate Maintenance Instruction Manual. In the absence of technical requirements (the prime responsibility of Technical Services personnel), these individuals will be called upon to perform Airport & Cargo Operations functions associated with the ground handling of flights. In the allocation of such Airport & Cargo Operations functions to a Mechanic, it is recognized that the normal practice is to attempt to assign duties of a semi-technical nature which may be involved.

With the above in mind, the extent to which such Technical Services personnel will be called upon to perform Airport & Cargo Operations functions associated with the ground handling of flights, will be established in advance, between the appropriate Airport Manager and the Maintenance Manager for each flight schedule and type aircraft.

- 20.15.02 Airport and Cargo Operations personnel are employed by the Airport and Cargo Operations Business Unit and are normally responsible to the appropriate Airport and Cargo Operations Business Unit Management. Similarly, Technical Services personnel are employed by the Technical Services Business Unit and are normally responsible to the appropriate Technical Services Business Unit Management. Where there are organizational requirements, Management personnel from the Technical Services Business Unit, as designated by the Company, will be responsible to provide work direction, assign duties, complete administrative functions and deal with grievances and take disciplinary action as required for employees in the Airport and Cargo Operations Business Unit, or vice-versa.

20.16 PENSION PLAN

- 20.16.01 Notwithstanding Rule 16 of the provisions of the Air Canada Pension Plan, no termination, modification or amendment shall be made to the provisions of the Plan which would increase the contributions required to be made by any employee covered by the Collective Agreement or would reduce or adversely affect any of the benefits, rights, privileges or options under the Air Canada Pension Plan of any such employee, or of any former employee or pensioner who, at the time of his termination of employment or retirement from the Company, was in a classification covered by the Collective Agreement or a predecessor thereto, or of any dependent, beneficiary or estate of such an employee, former employee or pensioner, while the Collective Agreement is in force between the Company and the Union without the consent of the Union. In the absence of such consent, either the Company's or the Union's desire to effect a termination of that Plan or the modification or amendment in whole or in part of any or all of its provisions upon or after the renewal, extension or replacement of the Collective Agreement by a successor thereto shall be subject to the same notice and negotiating conditions that are required for modifications or amendments to the Collective Agreement itself.
- 20.16.02 The Company agrees to a joint venture of in-person pre-retirement pension seminars whereby the parties will share the responsibility and cost to provide such seminars in accordance with the following terms:
- a) The IAMAW will provide the venue and notification for all in-person pension seminars at each base listed herein and will pay all associated expenses excepting lost time and travel for the IAMAW Pension Committee members conducting the seminars.

- b) Air Canada will pay for lost time and will provide POS Y travel for one (1) IAMAW Pension Committee member to conduct the seminars at each base listed herein plus lost time for the local committee member on seminar dates at their base. Lost time will be limited to a total of twenty (20) days per year.
- c) Pension seminars will be held annually, two (2) seminars per day as follows:
 - a. YHZ – 1 day (2 seminars)
 - b. YUL – 1½ days (3 seminars)
 - c. YOW – ½ day (1 seminar)
 - d. YYZ - 2 days (4 seminars)
 - e. YWG – 1 day (2 seminars)
 - f. YYC – 1 day (2 seminars)
 - g. YEG – 1 day (2 seminars)
 - h. YVR – 2 days (4 seminars)
- d) All IAMAW members and spouses will attend the pension seminars on their own time. No time release will be provided by Air Canada for the purposes of attending the seminars. Members who work at bases other than those listed in 20.16.02 (c) shall be provided with return POS Y travel from their home base to the nearest seminar location once in their career for the purposes of attending a seminar.

20.16.03 The Company will actuarially determine the assets and liabilities of the Air Canada Pension Plan – Canada with respect to Plan members in classifications covered by this Agreement.

The apportionment process used by the Company's actuaries will be similar to that process followed in determining the Plan's assets and liabilities attributable to other employee groups. The Union and the Union's actuaries shall have access to all pertinent information involved in finalizing this process.

It is understood that the members' share of the assets of the fund will remain in the fund for investment purposes and that costs normally borne by the fund will be charged to the members' share of the assets on a proportionate basis.

Effective January 1, 1983, in addition to the foregoing, separate ongoing accounting will be kept of member and Company contributions to the fund and disbursements made from the fund with respect to the Plan members covered by this Agreement.

For the purpose of this understanding, "member" and "member of the Union" shall include:

- a) Employees who are in classifications covered by this Collective Agreement between the Company and the Union;

- b) Former employees and pensioners who, at the time of their termination of employment or retirement from the Company, were in classifications covered by the above Collective Agreement or any predecessor thereto;
- c) Dependents, beneficiaries and estates of the employees, former employees and pensioners referred to in a) and b) above.

The provisions of the Air Canada Pension Plan – Canada applicable to members of the Plan shall be administered by a committee comprised of four (4) Union representatives who are members of the Plan and four (4) Company appointees.

20.17 DISCRIMINATION AND HARASSMENT

20.17.01 General: Employees are entitled to work in an environment free of discrimination and harassment. Harassment is prohibited under the Canadian Human Rights Act and sexual harassment is prohibited under the Canada Labour Code. Discrimination and harassment deprive employees of dignity and respect, and are detrimental to a healthy work environment.

20.17.02 Definitions:

Discrimination and Harassment: any conduct, comment or gesture, either overt or subtle, that is likely to be offensive to an individual and can be related to any of the ten (10) grounds of discrimination prohibited by the Canadian Human Rights Act: race, religion, sex, national or ethnic origin, marital status, family status, colour, age, disability, or a pardoned conviction.

Sexual Harassment: means any conduct, comment, gesture, contact of a sexual nature:

- a) that is likely to cause offense or humiliation to any employee; or
- b) that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

20.17.03 Right of Employee:

- a) Every employee is entitled to employment free of discrimination and harassment.
- b) No Article in this Collective Agreement detracts from an employee's rights contained in the Canadian Human Rights Act, Canada Labour Code or the Employment Equity Act.

20.17.04 Responsibility of the Company:

- a) The Company shall make every reasonable effort to ensure that no employee is subjected to discrimination and/or harassment.
- b) The Company will take appropriate disciplinary action in respect of an employee who subjects any other employee to discrimination and/or harassment

20.17.05 Complaints of Harassment and Discrimination

- a) Complaints of Harassment and Discrimination will be handled in accordance with the provisions of the Company's Workplace Harassment Policy. A copy of the Workplace Harassment Policy is available from a People Services representative or from the Company Intranet.
- b) Before submitting formal harassment complaints, employees who believe that they have been harassed or discriminated against are encouraged to do the following:

- Make their objections known to the alleged harasser(s).
- Attempt to resolve the matter.
- Contact their manager if the above steps don't correct the situation, or if the employee feels intimidated.

If the situation can't be resolved at the informal level, and the complaint falls under the jurisdiction of the Workplace Harassment Policy, the employee completes a formal complaint form and submits it to the Harassment Office. The formal procedure of the Workplace Harassment Policy will be followed.

- a) For complaints of sexual harassment, the Company will not disclose the name of a complainant or the circumstances related to the complaint to any person except where disclosure is necessary for the purposes of investigating the complaint or taking disciplinary measures in relation thereto.

20.18 EMPLOYEE ASSISTANCE PROGRAM

- 20.18.01 The Company and the Union, as stated in the Joint Declaration between Air Canada and the Unions/Associations, fully support the intent and purpose of the Air Canada Employee Assistance Program, as outlined in Publication 717, Chapter 3. This program provides employees with a confidential referral service, to professional community resources dealing with a wide range of medical or social problems. The organizational structure of the Employee Assistance Program (E.A.P.) recognizes employee representatives from all employee groups.

20.18.02 In consideration of the size of the IAMAW membership and the unique aspects of the work environment, it is agreed to establish a special committee to deal with the various concerns of this group, consistent with the basic philosophy of the Employee Assistance Program.

20.18.03 The Committee will be comprised of:

Two (2) IAMAW EAP Coordinators

One (1) Management Representative

One (1) Representative from Medical Services

20.19 TECHNOLOGICAL CHANGE

Where a technological change impacts on the job security and conditions of employment of employees, the Company is committed to employment security within the Collective Agreement for all employees who may be so affected.

20.19.01 In the event of a technological change, the Company will, as far in advance of the change as possible, enter into discussions with the Union at the Headquarters Level for the purpose of providing:

- a) A detailed description of the nature of the proposed technological change;
- b) The names of the employees who will likely be affected by the proposed technological change;
- c) The rationale for the change and the impact it will have on the Company's efficiency and economy of operations; and
- d) The Company's plan to minimize the impact of the technological change on the employees affected.

20.19.02 As a result of discussions outlined in 20.19.01 and where the scope of the technological change necessitates it, a committee will be established by the Union and the Company at the Headquarters Level.

The committee will be composed of General Chairpersons, management representatives and an appropriate number of employees of the Business Unit in the classification(s) affected by the technological change.

The Company shall provide the members of the committee with materials pertaining to technological change which may be required to ensure that the fullest discussion on such matters as re-training, change of work methods, reorganization of work, change to the method of organization, etc., will take

place in an effort to implement change with the least possible disruption and with the maximum possible benefits to the Company and employees.

20.19.03 Notwithstanding the provisions of 20.19.01 and consistent with the provisions of the Canada Labour Code, the Company will provide the Union with written notice at least one hundred and twenty (120) days prior to the implementation date of the technological change, outlining:

- a) The nature of the technological change;
- b) The date on which the Company proposes to effect the technological change;
- c) The approximate number and type of employees likely to be affected by the technological change, and
- d) The effect that the technological change is likely to have on the terms and conditions or security of employment of the employees affected.

20.20 EMPLOYMENT SECURITY

Employees declared surplus as a result of the loss of a ground handling contract covering JAZZ or future connector carriers where Air Canada has a majority interest, will not be subject to lay-off.

20.21 JOB RELATED LIABILITY

In cases where an employee's civil liability is involved or in cases where an employee is the subject of criminal proceedings as a result of acts committed within the exercise and limits of his duties, the parties will meet in a timely manner to discuss a response including provision of legal counsel.

20.22 SHIFT TRADES

20.22.01 Employees may arrange for another employee to work their shift consistent with the following:

20.22.01.01 All shift trades are subject to approval by management, in advance.

20.22.01.02 Shift trades will be requested, authorized, processed and remunerated through the appropriate designated system in accordance with Air Canada policy.

ARTICLE 21 – DURATION OF AGREEMENT

21.01 This Agreement is effective April 1st, 2016 except as otherwise provided herein and shall continue in full force and effect until March 31, 2019 and shall be subject to variation by mutual agreement between the parties.

This Agreement will renew itself in accordance with the Memorandum of Agreement of December 18, 2015, which Memorandum is incorporated by reference into the present Collective Agreement to the extent it is applicable.

21.02 Letters of Understanding Nos. 1, 3, 4, 5, 6, 7, 8 (except its addendum number 2), 9, 10, 12, 13, 15, 16, 17, 20, 21, 22, 24 and 26 will remain effective for the duration of this Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this agreement the 1st day of April 2016.

For Air Canada

Kevin Howlett

Richard Steer

Michael Abbott
John Beveridge
Andrea Zaffaroni
Eric Jodoin
Denis Boucher
Mark Southern
Enzo Molino
Bryan Sequeira
Rishi Puran
Dimitrios Tziortzis
Jean-Philippe Forget
Melanie Meslin

For International Association of Machinist & Aerospace Workers

Fred Hospes

Kenny Russell

Keith Aiken
Lou Pagrach
Andrew MacFarlane
Robert Laflamme
James Lundy
Gary Doherty
Derek Morgan
Jeff McCrea
Kent Yanciw
Mike Oswald
Joe Toth
Paul Ribeiro
Craig Chard
Robert Croteau
Dave Griffiths

LETTER OF UNDERSTANDING NO. 1 - GROUP INSURANCES

No employee hired after June 17, 2012 is eligible for the benefits set out below during the first six months of his employment.

Effective, February 1, 2016 the Benefit Plan applicable to new hires will be the BetterFit Benefit Program (Flex).

L1.01 Group Life Insurance – (Publication 711, Chapter 4)

The Company will pay the full cost of the Group Life Insurance premiums up to a maximum coverage of Fifty Thousand Dollars (\$50,000). Coverage in excess of Fifty Thousand Dollars (\$50,000) will be shared on a 50/50 basis. The level of coverage will be two and one-half times the basic annual salary up to a maximum of Sixty Thousand Dollars (\$60,000). The maximum level of coverage upon retirement will continue to be one-quarter of the amount of coverage being paid for by the Company up to a maximum of Ten Thousand Dollars (\$10,000).

L1.02 Group Disability Income Plan – (Publication 711, Chapter 6)

The Company will pay the full cost of the Group Disability Income Plan Premiums.

Effective August 1, 1999 for disabilities commencing on or after that date, the maximum "Basic Monthly Pay" covered by the plan is fifty-two hundred dollars (\$5,200.00).

NOTE: Effective July 1, 2001 this amount will be increased to fifty-six hundred dollars (\$5,600.00).

Should employees be unable to return to work from a long term illness (GDIP) due to an inability to meet Company medical standards, the Company doctor involved will:

- a) Fill out the required GDIP application form stating the reasons that the employee is unable to return to work.
- b) Provide the employee with the completed application for his further handling with the Personnel Services office.

L1.03 Supplementary Health Insurance – (Publication 711, Chapter 9)

The Company will pay the full cost of the Supplementary Health Insurance Premiums (Plan II).

Effective June 29, 1987, employees are covered for Hyperbaric Oxygen Therapy and Hyperbaric Chamber Treatment.

Effective July 1, 1997, employees are covered for psychologists' services, for 50% of the fee per visit to a maximum of five hundred dollars (\$500.00) per year – single coverage and one thousand dollars (\$1,000.00) per year – family coverage.

Effective August 1, 1995, employees are eligible members of the International SOS Assistance Access Program.

L1.04 Group Dental Insurance – (Publication 711, Chapter 8)

The Company will pay the full cost of the Group Dental Insurance Premiums.

Effective February 1, 2016, the maximum of covered dental expenses is one thousand, seven hundred and fifty dollars (\$1,750.00) per calendar year per person; that is, one thousand, seven hundred and fifty dollars (\$1,750.00) for the employee member and one thousand, seven hundred and fifty dollars (\$1,750.00) for each eligible dependent.

Effective February 1, 2016, the maximum lifetime benefit for Orthodontic services, for dependent children under twenty-one (21) years of age, is two thousand, five hundred dollars (\$2,500.00).

L1.05 Vision Care Insurance – (Publication 711, Chapter 9)

The Company will pay the full cost of the Vision Care Insurance Premiums.

Effective February 1, 2016, the maximum benefit level for eligible Vision Care expenses will be increased to two hundred and fifty dollars (\$250.00).

L1.06 The Company shall be the sole policy holder and administrator of the above-mentioned insurance plans.

L1.07 The benefit level of the above-mentioned insurance plans (L1.01 to L1.05) will be maintained for the duration of this Agreement.

L1.08 Paramedical Services

Effective February 1, 2016, the Company will provide coverage for massage therapy, in accordance with the Plan, to a maximum of fifty dollars (\$50.00) per visit and a maximum of four hundred dollars (\$400.00) per person per calendar year or eight hundred dollars (\$800.00) per family per year.

L1.09 Chiropractic services

The Company will provide coverage for chiropractic services, in accordance with the Plan, to a maximum of fifty dollars (\$50.00) per visit and a maximum of five hundred dollars (\$500.00) per person per calendar year or one thousand dollars (\$1000.00) per family per year.

L1.10 Maximum Life Time

The maximum life time allowance of thirty thousand dollars (\$30 000) is increased to fifty thousand dollars (\$50 000) with two thousand dollars (\$2000) annual reinstatement.

L1.11 BetterFit Benefit Program (Flex)

As of February 1, 2016 the Benefit Plan applicable to new hires will be the BetterFit Benefit Program (Flex).

**LETTER OF UNDERSTANDING NO. 2 -
UNASSIGNED**

LETTER OF UNDERSTANDING NO. 3 - JOINT TRAINING COMMITTEE – AIRPORT & CARGO OPERATIONS

PURPOSE

The purpose of this Joint Committee is to discuss and review training related matters in the Airport & Cargo Operations Business Unit, and contribute to the enhancement of the overall effectiveness and quality of training.

MANDATE

This Joint Committee will:

1. Review training issues and make recommendations to the Business Unit.
2. Act as a resource to the Business Unit with regard to training related matters.
3. Review and resolve system/national issues related to training.

COMPOSITION OF THE JOINT COMMITTEE

This Committee will be composed of the following:

- Four (4) representatives appointed by the Union.
- Management representatives (not to exceed four (4) in number).

It is understood that one (1) Labour Relations Representative and one (1) General Chairperson will be identified to perform a role of coordination of Committee activities, not Chairperson. These individuals (not Chairpersons) will be responsible to provide Collective Agreement interpretation, ensure the Committee mandate is respected and adhered to, and ensure that any issue that requires attention at UMCM is submitted to their respective Committees for handling.

GENERAL

Members of the Joint Training Committee shall be provided with a Terms of Reference, agreed to between the Company and the Union, for the operation of the Joint Training Committee.

Monetary and collective bargaining issues are not included in the mandate of the Joint Training Committee (unless input is requested by the UMCM).

Meetings of the Joint Training Committee will be established by the Committee members and scheduled as required.

Signed this 20th day of July 1999.

FOR AIR CANADA

T.W. RABY

**FOR INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS**

J. COLLIER

LETTER OF UNDERSTANDING NO. 4 - SELECTION PROCESS FOR ABOVE BASIC CLASSIFICATIONS WITHIN TECHNICAL SERVICES AND LOGISTICS AND SUPPLY

The Company and the Union agree to the following formal selection process in support of the provisions contained in Article 16.11.05, for all above-basic classifications, and for the appropriate classifications in Article 4.05.16.

L4.01 Employees must have passed a qualifying examination in conjunction with the closing date of the 5 day online posting of the Promotional Bulletin or Vacancy Notice. Successful completion of this qualifying exam will be valid for a period of four (4) years at which time the employee must re-qualify in accordance with the foregoing.

L4.02 Unassigned.

L4.03 In the event an employee fails to achieve the 80% passing mark on the qualifying examinations, one (1) rewrite within sixty (60) days of the effective date of the initial results will be permitted. If unsuccessful, the employee will be ineligible to attempt to qualify again for a period of one (1) year.

L4.04 Each eligible candidate will be given a structured interview conducted by a trained panel of one (1) Human Resources representative, one (1) Branch Manager, and one (1) Union representative. The candidate must achieve a 70% score assessed by the panel through a structured, established, point system. In the event the candidate fails to achieve the passing score, the following options are available to the candidate:

(1) The candidate may be re-interviewed following six (6) calendar months from this interview.

OR

(2) On a one time basis only, the candidate may request a second interview within sixty (60) calendar days from the first interview. Should the candidate fail this second interview, a one (1) year waiting period will be required prior to any further structured interview for the same classification.

Passing interview scores for interviews for the same classification will be valid for a period of two (2) years from the effective date of the results of the interview.

L4.05 Qualifying examinations and the structured interview guide will be jointly developed and agreed to by the Company and the Union.

L4.06 Results of the Qualifying Examination and Structured Interview shall remain as a permanent record on the employee's personal file.

L4.07 Candidates who successfully complete the Qualifying Examination and

Structured Interview will be deemed as having equal ability for the purpose of the provisions of Article 16.11.05, and accordingly the employee(s) possessing the greater seniority shall be awarded the position(s).

NOTE 1: Employees in Categories 1, 19, or 38, requesting a Promotion to Lead Aircraft Maintenance Engineer or Process Auditor - Aircraft, are required only to successfully complete the Structured Interview provided for in L4.04.

NOTE 2: There is no requirement for a structured interview for above basic acting assignment.

L4.08 An employee who has met all other qualifying requirements for an above basic position, and who has requested a structured interview in writing, will be provided such an interview within sixty (60) days of receipt of such a request.

Signed this 1st day July 2009

FOR AIR CANADA

Denis Boucher

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

Mike Ambler

**APPENDIX TO
LETTER OF UNDERSTANDING NO. 4
Selection Process ACM Trainer/Facilitator,
ACM Trainer (Logistics & Supply)**

The Company and the Union agree to the following formal selection process in support of the provisions contained in Article 16.11.05 and in Memorandum NO.13, for the classifications within the ACM Trainer/Facilitator and ACM Trainer (Logistics & Supply) classifications.

- AL4.01 Employees must pass a practical examination based on conducting a classroom training session in conjunction with the closing of the Vacancy Notice. The candidate must achieve a 90 % passing mark. Successful completion of this qualifying exam will be valid for a period of one (1) year at which time the employee must re-qualify in accordance with the foregoing.

NOTE: For ACM Trainer/Facilitator and ACM Trainer (Logistics & Supply) classifications the candidate must achieve a passing mark of 80%.

- AL4.02 Each eligible candidate will be given a structured interview conducted by a trained panel of one (1) Human Resources representative, one (1) Branch Manager, and one (1) Union representative. The candidate must achieve a 90% score assessed by the panel through a structured, established, point system. In the event the candidate fails to achieve the passing score, the following options are available to the candidate:

- (1) The candidate may be re-interviewed following six (6) calendar months from this interview.

OR

- (2) On a one time basis only, the candidate may request a second interview within sixty (60) calendar days from the first interview. Should the candidate fail this second interview, a one (1) year waiting period will be required prior to any further structured interview for the same classification.

Passing interview scores for interviews for the same classification will be valid for a period of one (1) year from the effective date of the results of the interview.

NOTE: For ACM Trainer/Facilitator, ACM Trainer (Logistics & Supply) classifications the candidate must achieve a passing mark of 80%.

- AL4.03 The structured interview guide will be jointly developed and agreed to by the Company and the Union.

- AL4.04 Results of the Qualifying Practical Examination and Structured Interview shall

remain as a permanent record on the employee's personal file.

- AL4.05 Candidates who successfully complete the Qualifying Practical Examination and Structured Interview will be deemed as having equal ability for the purpose of the provisions of Article 16.11.05, and accordingly the employee(s) possessing the greater seniority shall be awarded the position(s).
- AL4.06 An employee who has met all other qualifying requirements for an above basic position, and who has requested a structured interview in writing, will be provided such an interview within sixty (60) days of receipt of such a request.

Signed this 1st day of July, 2009

FOR AIR CANADA

Denis Boucher

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

Mike Ambler

June 8, 1995

Mr. L. Giuliani
President & Directing General Chairperson
District Lodge 148, IAMAW
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Giuliani

Subject: Application of the Letter of Understanding on Selection to Above Basic Classifications

This will confirm the Company's agreement as follows relative to the application of Letter of Understanding No. 4, Above Basic Selection Process:

1. Eligible employees attending an interview in response to a Promotional Bulletin shall not lose any time. In addition, the Company will bear the cost of any necessary time off and travel expenses where the interview is conducted at other than the employee's current Point.
2. The Company will bear the cost for time off and expenses for necessary travel for any Union representative participating as a member of a Structured Interview Panel.
3. Time off for representatives appointed by the Union who participate in the joint development of Qualifying Examinations and Structured Interview Guides will be borne by the Company and charged to Work Order NG.
4. Promotional Bulletins for affected above basic classifications will not be issued following the date of ratification pending introduction of the revised selection process.

Yours truly,

K.M. Kelly
Director Labour Relations
Technical Services

LETTER OF UNDERSTANDING NO. 5 - TRANSFER AND BUMPING TO/FROM CARGO AND/OR AIRCRAFT SERVICES

L5.01 At stations where the Cargo Business Unit is operating a cargo terminal, Customer Service Agents, Lead Station Attendants and Station Attendants in Aircraft Services with a minimum of three (3) years from the date of hire or from the date of transfer into their current work location, who desire to transfer into the cargo terminal, shall so indicate in writing to their Manager with a copy to the local Union. Customer Service Agents, Lead Station Attendants and Station Attendants in the cargo terminal, with a minimum of three (3) years from the date of hire or from the date of transfer into their current work location, who desire to transfer to Aircraft Services, shall so indicate in writing to their Manager with a copy to the local Union. The requests will be considered when a permanent vacancy is declared.

NOTE 1: An employee may submit a transfer request at any time, but such a transfer request will be subject to the provisions of this Letter of Understanding and the Collective Agreement.

NOTE 2: If a permanent vacancy is declared, such employees who have not met the three (3) year requirement, will be transferred to the new location prior to the Company hiring new employees.

L5.02 To be eligible for consideration, the request for transfer must be sent by FAX or postmarked at least thirty (30) days prior to the vacancy becoming available on a permanent basis. Each request for transfer, including copies, must be forwarded by FAX or Canada Post and will be considered active for a period of three (3) years.

L5.03 Customer Service Agents, Lead Station Attendants and Station Attendants who have met the provisions of Articles L5.01 and L5.02 above and who have been unable to transfer, will be placed on the bumping list, and will be eligible to exercise bumping privileges providing there are permanent employees with less seniority in their own classification.

L5.04 Transfers of employees exercising “bumping privileges” will normally be actioned in the fall period with sufficient time to allow the employee to bid for both shift and vacation in the new location. However, the reporting date may be adjusted to meet local training and operational requirements. In the event that the Company needs to deviate from actioning these transfers in the fall period, the Company commits to addressing the issue with the Union at the Headquarters level prior to implementing the transfers

Bumping to/from Cargo and/or Aircraft Services will be 7% of the total permanent staff by classification within the Cargo terminal but restricted to a maximum of seventeen (17) people within each classification.

At stations where the above would not apply, a minimum of one (1) Customer Service Agent, one (1) Lead Station Attendant and two (2) Station Attendants would be permitted to bump.

- L5.05 Selection of employees for transfer who are exercising “bumping privileges” to/from cargo or Aircraft Services will be in accordance with L5.02, L5.03 and L5.04.
- L5.06 Employees offered the opportunity to transfer must advise their Manager of their decision in writing within twenty-four (24) hours of the date of such offer. Failure to advise the Manager will be considered a declination of the transfer.

NOTE Once an employee has confirmed “acceptance” in writing, the transfer must be accepted and he will not be eligible to transfer back for a period of three (3) years from date of transfer.

- L5.07 This Letter of Understanding cancels and supersedes Item 6 of the 1966 Biller Agreement (Filling of permanent Station Attendant vacancies – Cargo warehouse and ramp). The remainder of the Biller Agreement will remain in full force and effect.

Signed April 5th 2012 in Toronto, Ontario, Canada

FOR AIR CANADA



J. Beveridge
Director, Labour Relations

FOR TRANSPORTATION DISTRICT 140



M. Ambler
General Chairperson –
Western Region

**LETTER OF UNDERSTANDING NO. 6 -
STATUS OF MINUTES OF NEGOTIATIONS AND UMHQS**

The inclusion of some Minutes of Negotiation and Minutes of UMHQ meetings into the body of the main Agreement is not intended to change the meaning and application of those minutes, nor is it intended to make them any more or less important than the minutes which have not been included. They are included only for ease of reference.

Signed this 17th day of October 1985.

FOR AIR CANADA

G.C.B. SMITH

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

R.L. FONTAINE

LETTER OF UNDERSTANDING NO. 7 - STATION CLOSURES/CENTRALIZATION OF WORK

L7.01 STATION CLOSURES

L7.01.01 In the event of a station closure or portion thereof, resulting from the withdrawal of service due to Company alliances or purchases, the Company is committed to the employment security of those employees affected by these changes. Furthermore, the Company will notify District Lodge 140 as soon as practicable of these changes.

To that end and should the aforementioned events result in permanent employees being declared surplus, the following will apply.

OPTION 1 – TRANSFER

- a) Permanent employees will be transferred to vacancies in their current classification.
- b) Employees in above basic classifications will be transferred to vacancies in lower classifications in which they hold seniority in the event that:
 - 1. No vacancies exist in their current classification.
 - 2. Their current classification is not currently active.

NOTE 1: Should 2 above be the prevailing condition, affected employees shall have the ability to select a new point of lay-off for the classification affected in which they hold seniority as well as up to three (3) other points of recall.

NOTE 2: Employees failing to designate a new point of lay-off for a classification shall be considered as having forfeited recall privileges in that classification and Article 16.16.09 (d) will apply.

- c) Transfers will be at Company expense, in accordance with Company regulations.
- d) The aforementioned transfers shall not result in consequential lay-offs at the new point.

OPTION 2 – VOLUNTARY SEVERANCE

Permanent surplus employees electing for voluntary severance will be provided with a termination award of two (2) weeks pay per year of Company service, to a maximum of fifty-two (52) weeks pay.

Such termination award may be converted as follows:

1. Lump sum cash payment
2. Time on payroll at full salary
3. Time on payroll at half salary (maximum 24 months)
4. Any combination of options 1, 2 or 3 above.

NOTE: Time on payroll under options 2, 3 or 4 above: Employees will receive service credits for pension purposes and will continue to be covered for the attained level of benefits and pass privileges with the exception of Group Disability Income Plan. Service would continue to accrue for pension and pass purposes but not for vacation entitlement.

OPTION 3 – LAY-OFF

Employees who decline to select either Option 1 or Option 2 shall be placed on laid-off status and be permitted to exercise bumping privileges as provided in Article 16.15.

L7.02 CENTRALIZATION OF WORK FUNCTIONS

In the event the Company centralizes any work functions, current employees in the effected category/classifications who are declared surplus and who are not offered continued employment at the point, and who meet the requirements of the centralized work function, will be offered fully paid moves in order of seniority, subject to the number of positions identified at the new work location.

L7.03 PROMOTIONAL BULLETINS

In circumstances of station closure(s) or the centralization of a work function and where an employee has received a notice of lay-off, he will be eligible to bid for Promotional Bulletins addressing classifications in which he does not hold a seniority date and which are lower paying than his active classification prior to the effective date of lay-off.

L7.04 WITHDRAWAL OF SERVICES

In cases where the withdrawal of services results in a wholly or partially owned subsidiary or alliance partner providing a previous service, the Company will make reasonable efforts to ensure that, surplus permanent employees in the bargaining unit are offered positions with the new employer on terms and conditions that are as close as possible to the then existing terms and conditions of employment of the employees in the bargaining unit, and, where

less than the full complement of employees is offered positions, to ensure that the offers are made on the basis of seniority.

In addition, and subject to the availability of employment with the new employer and the ability to resolve such matters/arrangements with other involved parties (eg: the new company/Union) the Company will provide the following:

- A severance package equivalent to 50% of that referenced in L7.03 usable as wage make-up and/or moving allowance until the amount of the severance package is depleted.
- Accrual of seniority and Company Service for a period of two years.
- Participation in the Air Canada Pension Plan and continued Air Canada benefits for a period of two years.
- An ability to transfer in accordance with L7.01.01 during this two year period.
- Should the employee not elect to transfer in accordance with L7.01.01 within the two year period he will be considered to have resigned or be retired from Air Canada and lose all rights under this clause of the Collective Agreement.

Signed this 1st day of July 2003.

FOR AIR CANADA

G.C.B. SMITH

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

R.L. FONTAINE

LETTER OF UNDERSTANDING NO. 8 - EXPEDITED ARBITRATION

It is agreed that for the life of the current Collective Agreement, notwithstanding Article 18, it may be of mutual benefit to expedite the arbitration of appropriate grievances / disciplinary appeals on a type-trial basis in the Eastern and Central Seniority Divisions.

Recognizing the primary objectives of expedited arbitration to provide a timely, informal, and relatively inexpensive procedure for resolving grievances and disciplinary appeals, the parties agree to conform to the following guidelines:

- L8.01 Dates for expedited arbitration, and the selection of a sole arbitrator, shall be identified and mutually agreed in advance. Where the date cannot be utilized it will be made available for regular arbitrations in accordance with Article 18. If the date still cannot be utilized it will be made available for cases involving Air Canada and its other Unions. Fees and expenses for expedited arbitration shall be in accordance with Article 18.09, and similarly if dates cannot be utilized in the foregoing manner, the cost of the cancellation shall be divided equally between the parties;
- L8.02 Cases selected for expedited arbitration shall be subject to mutual agreement between Labour Relations and the Union. Following written notification from the Union of its desire to proceed with expedited arbitration, the Company shall confirm its agreement, or otherwise, not less than sixty (60) days prior to the desired date of hearing. Time permitting, multiple cases may be scheduled on the same date;
- L8.03 Cases agreed to for expedited arbitration shall be those where there are no preliminary objections and where there is prior agreement on the facts of the case, unless otherwise agreed by the parties in advance. The need for witness testimony and cross examination will be minimal, if at all. All documents, statements, etc., to be submitted as evidence at the hearing shall be subject to prior disclosure between the parties. Submission of any new evidence at the hearing stage shall be subject to mutual agreement. Only the employee and line management representative involved shall attend the arbitration in addition to the Union / Labour Relations representatives. Witnesses and/or observers may attend subject to prior notification to either party;
- L8.04 It will be the parties' intent at expedited arbitration to keep the process as informal as possible, avoiding procedural delays and an overly legalistic approach;
- L8.05 Opening comments and argument will be concise and limited to brief statements of relevant facts and rationale for the respective positions. Jurisprudence will be limited to that which is deemed to support the respective positions of the parties, with copies prepared and provided in advance of the hearing;

- L8.06 Bench or oral awards will be permitted with the consent of both parties, subject to later confirmation in writing. In any event, decisions rendered in expedited arbitration will be without precedent or prejudice to any other matters arising between the parties and will not be relied upon as jurisprudence;
- L8.07 Where deemed appropriate, based upon the parties' experience with the process of expedited arbitration, the foregoing guidelines may be altered subject to mutual agreement.

Signed this 19th day of June 1995.

FOR AIR CANADA

K.M. KELLY

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

L. GIULIANI

ADDENDUM 1 OF LETTER OF UNDERSTANDING NO. 8

Following discussion during the 2002 Collective Bargaining negotiations it was agreed that the following Special Expedited Arbitration procedures would be incorporated as part of the LOU. No. 8 Expedited Arbitration process.

1. Such cases will be presented by Union and Labour Relations representatives. No witnesses will be required at such hearings.
2. Bench or oral awards by the Arbitrator will be permitted, subject to the issuance of a brief written award to be submitted to the parties at a later date.
3. The purpose of this procedure is to move forward on a larger number of cases through an expedited arbitration process. Notwithstanding the above, the parties plan to present approximately ten (10) to fifteen (15) cases at each hearing, that are mutually agreed to by the Company and the Union.
4. Discipline appeals will not form part of this Special Expedited Arbitrator process. All cases proceeding under this process will be grievances as provided for in Article 17.03.
5. Decisions rendered under this process will be without prejudice or precedent to any other matter arising between the parties and will not be relied upon as jurisprudence.

Signed this 1st day of July, 2003

FOR AIR CANADA



K.P. Smith
Director, Labour Relations
Technical Services

FOR TRANSPORTATION DISTRICT 140



J. Coller
General Chairperson
Western Region

LETTER OF UNDERSTANDING NO. 9 - ENDORSEMENT COURSE SEAT ALLOCATION

It was agreed following discussion during the 2002 Collective Agreement negotiations that the following would be incorporated into the Training and Licensing Publication 831.

The number of Lead Aircraft Maintenance Engineers (Lead AME), Aircraft Maintenance Engineers (AME), Aircraft Technicians (AT) and Process Auditors (P.A.) will be allocated, by category, for each endorsement course by work formation.

The number of eligible Planners, Licensed Planners, Technical Writer (Aeronautics) and Licensed Technical Writers will be allocated, by classification, for each endorsement course by work area. (in order to be eligible, the employee must hold seniority in Category 1 or 38 and hold the appropriate Transport Canada AME).

For each formation where three (3) or more seats are offered, 20% will be posted as a course vacancy notice. A guaranteed minimum of at least one (1) seat will be allocated on this basis.

Remaining seats will be allocated on the basis of the current formula of 0-1, 1-2, 2-3, etc.

EXAMPLE:

Course seat allocation to any given work formation:

1 seat	- allocation on basis of 0-1, 1-2, 2-3.
2 seats	- allocation on basis of 0-1, 1-2, 2-3.
3 seats	- 1 course vacancy notice to senior bidder; - 2 allocated on basis of 0-1, 1-2, 2-3.
4 seats	- 1 course vacancy notice to senior bidder; - 3 allocated on basis of 0-1, 1-2, 2-3.
5 seats	- 1 course vacancy notice to senior bidder; - 4 allocated on basis of 0-1, 1-2, 2-3.
6 seats	- 1 course vacancy notice to senior bidder; - 5 allocated on basis of 0-1, 1-2, 2-3.
7 seats	- 1 course vacancy notice to senior bidder; - 6 allocated on basis of 0-1, 1-2, 2-3.
8 seats	- 2 course vacancy notice to senior bidder; - 6 allocated on basis of 0-1, 1-2, 2-3.

NOTE: If after three (3) consecutive endorsement courses for a formation, no seat selection was made available for a senior bidder consistent with the foregoing provisions, and the next course offered provides less than three (3) seats to the formation, one (1) seat will be offered on the basis of a vacancy notice.

EXCEPTIONS:

1. Lead AMEs, AMEs, P.A.'s, AT's, Planners, Licensed Planners, Technical Writers (Aeronautics) and Licensed Technical Writers would be ineligible to bid on course vacancy notices if they are already in possession of five (5) or more endorsements on their ACA for aircraft currently operated by the Company.
2. Lead AMEs, AMEs, P.A.'s, AT's, Planners, Licensed Planners, Technical Writers (Aeronautics) and Licensed Technical Writers successfully bidding on a course vacancy notice would be required to repay the training costs to the Company on a prorated basis over two (2) years if they retire or voluntarily leave the company within two (2) years of completion of the training.
3. Lead AMEs, AMEs, P.A.'s, AT's, Planners, Licensed Planners, Technical Writers (Aeronautics) and Licensed Technical Writers successfully bidding on a course vacancy notice must remain in the applicable work formation for a minimum of twelve (12) months after endorsement course completion. This will not interfere with an employee's rights under the Collective Agreement and is intended solely for local application.

Consistent with the provisions of Publication 831, Chapter 4, Page 11, an employee will be considered eligible, if at least twelve (12) months has elapsed since he last successfully completed a previous endorsement course.

Signed this 1st day of July, 2003

FOR AIR CANADA

K.P. Smith

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

J. COLLIER

LETTER OF UNDERSTANDING NO. 10 - SUB-CONTRACTING

The Company agrees that it will not enter into a sub-contract that results in the effective elimination of a category/classification during the term of this Collective Agreement unless agreed to between the Company and the Union in accordance with the provisions of Article 1.04.

Signed this 20th day of July 1999.

FOR AIR CANADA

T.W. RABY

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

J. COLLIER

**LETTER OF UNDERSTANDING NO. 11 -
ARTICLES 16.15 AND 16.16 (BUMPING & RECALL) JOINT
RESTRUCTURING COMMITTEE**

PURPOSE

The purpose of this Joint Committee is to create more user-friendly Articles within the Collective Agreement, and is NOT to change any of the agreed to processes contained in Article 16.15 and Article 16.16.

MANDATE

This Joint Committee has the mandate to review, with the intent to incorporate the agreed to U.M.H.Q. and U.M.C.M. minutes and Memorandums as identified by the Negotiating Committees during the 1995 round of negotiations, into Article 16.15 and Article 16.16 as applicable.

COMPOSITION OF THE JOINT COMMITTEE

This Joint Committee will be comprised of the following:

- One (1) representative from each Local Lodge.
- General Chairperson.
- Management representatives.

The final document developed by this Joint Committee will be referred back to the Committee of General Chairpersons for their approval.

This Joint Committee will be established by the Parties within ninety (90) days of ratification and will complete their mandate within six (6) months of formation.

Signed this 15th day of June 1997.

FOR AIR CANADA

K.M. KELLY

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

G. BROSSEAU

ADDENDUM TO LETTER OF UNDERSTANDING NO. 11

08 February, 2012

Mr. M. Ambler
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers
Unit 23, 3515 – 27th Street, NE
Calgary, AB T1Y 5E4
Fax: 403-250-3707
E-mail: mambler@iam140.ca

Re: Collective Bargaining 2011 – Article 16

Dear Mike;

Further to our discussions at the negotiation table on the above subject, I wish to clarify the parties' agreement to establish a committee, within sixty (60) days of ratification, to address the matter of the application of Above Basic Seniority. This committee shall meet within 120 days of ratification.

Upon conclusion of the Above Basic Seniority committee's work, the parties shall establish a further committee to address all other provisions of Article 16.

Sincerely,

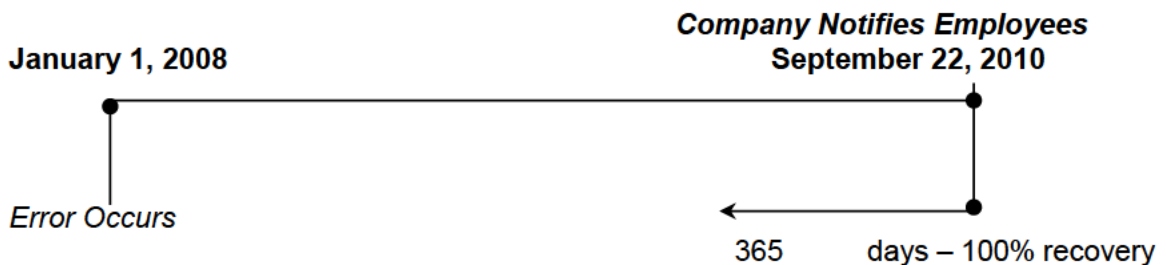
John Beveridge,
Director, Labour Relations

LETTER OF UNDERSTANDING NO. 12 - RECOVERY OF OVERPAYMENTS

The Company and the Union agreed that the following will apply in relation to the recovery of overpayments made to employees.

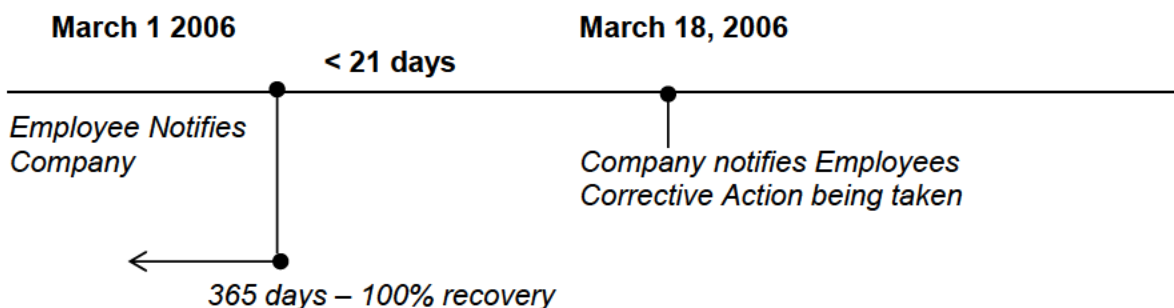
- 1 In cases where the Company discovers an overpayment without the assistance of the employee:
 - b) Once a payroll error is discovered by the Company, it will promptly notify the employee affected by the said error;
 - c) From the date of notification, the Company will be allowed to recover one hundred per cent (100%) of the overpayments made in the three hundred and sixty five (365) day period preceding the date of notification;
 - d) Any overpayment older than three hundred and sixty five (365) days will be deemed to be forfeited by the Company.

Company Discovers Overpayment



2 a) Company Reacts within Timelines

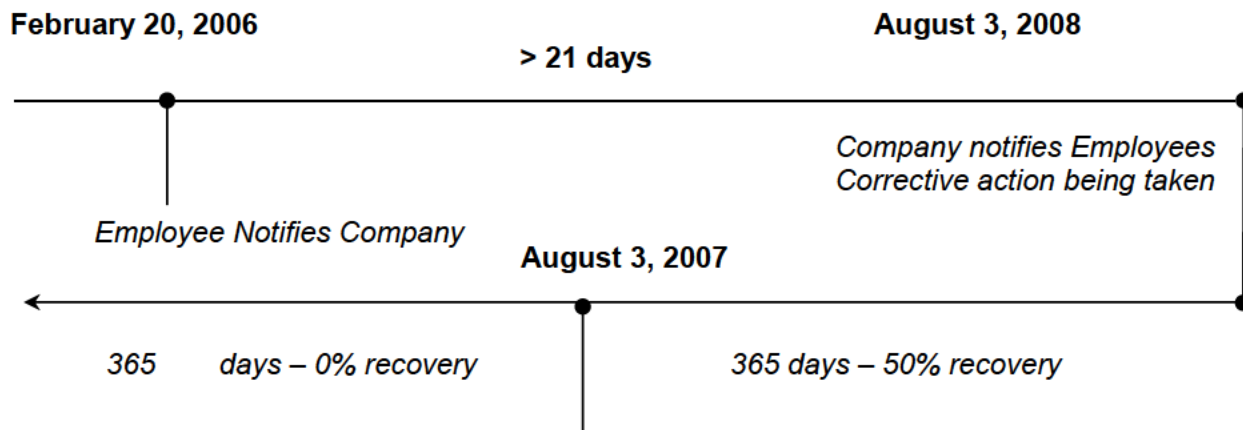
When the employee notifies the Company, the Company has 21 days to notify the employee that they are taking corrective action. The overpayment will be calculated and recovered in full (100%) from the date the employee notified the Company. When the Company takes corrective action within 21 days, they will calculate the amount overpaid over the last three hundred and sixty five (365) days from the date the employee notified the Company.



NOTE: The 21 day period between the employee and Company notifications as indicated in the graph will be collected at 100%.

b) Company Reacts outside of Timelines

When the employee notifies the Company and the Company does not react within the 21 day timeline, the overpayment will be calculated from the date the Company notifies the employee. The Company will only be entitled to collect 50% of the overpayment over the last 365 days from the date the Company notified the employee that they were taking corrective action.



- 3 An employee wishing to notify the Company of an overpayment should do so by sending an email to hr.rh@aircanada.ca with the subject line "Overpayment", with a copy to his manager.
- 4 Overpayments will be recovered over as many pay periods as is required for the complete recovery. The maximum amount being deducted on a given pay period shall be one hundred and fifty dollars (\$150) for full-time employees and seventy-five dollars (\$75) for part-time employees.
- 5 Upon termination of employment, outstanding balances will be deducted from the employee's final pay. The Company may pursue any outstanding balance not covered by the final pay.
- 6 If after the Company notifies the employee that they are taking corrective action and the Company fails to appropriately rectify the pay error within a reasonable timeframe, the Union reserves the right to initiate the grievance process.

Signed this day 1st of July, 2009

AIR CANADA

Denis Boucher

**INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS**

Mike Ambler

ADDENDUM TO LETTER OF UNDERSTANDING NO. 12

06 December, 2011

Mr. M. Ambler
General Chairperson, Western Region
District Lodge 140, IAMAW
Unit 23, 3515 – 27th Street, NE Calgary, AB
T1Y 5E4

Dear Mike,

This is in regards to Union Agenda Item U23 concerning recovery of overpayments from an employee's pay, as discussed during the 2011 round of Collective Bargaining.

This will confirm that the following process will be adhered to for the recovery of overpayments:

1- Air Canada will provide the employee with a written detailed explanation of the overpayment and its accumulation.

2- Once the employee has received the detailed explanation the employee will be afforded 14 calendar days to dispute the overpayment and provide any documentation to support their position regarding the overpayment by sending an email to hr.rh@aircanada.ca – subject line should indicate ***“Request for overpayment appeal”***.

3- No payroll recovery shall take place until items #1 and #2 have been exhausted.

Sincerely,

John Beveridge,
Director, Labour Relations

LETTER OF UNDERSTANDING NO. 13 - FILLING OF VACANCIES

Basic Vacancies & Above Basic Vacancies

L13.01 The Company and the Union agree that the filling of full-time permanent vacancies declared by the Company, will be filled in the following order:

1. Recall
2. Demotion
3. Transfers within the same category/Promotion

NOTE: Part-time CSCA and part-time SA employees will compete with transfers from other stations for full time positions in the Station Attendant (SA) and Cabin Servicing and Cleaning Attendant (CSCA) classifications. Primary consideration will be given to employees requesting a transfer into their current classification followed by employees from other classifications.

4. Other intra-Business Unit transfers
5. Inter-Business Unit transfers
6. Alternate employment (applicable only to Basic Vacancies)
7. Term employment
8. Employee transfers from other IAM Collective Agreements
9. Employee transfers from outside the Collective Agreement
10. New hiring

NOTE: Employees from other Collective Agreements or non-unionized Air Canada employees must apply on line at AirCanada.com/Career.

Part-time Customer Service Agent, Station Attendant or CSCA Vacancies

L13.02

1. Recalls
2. Retirement Phase-In
3. Transfer
4. Retirement Phase-In Recalls
5. New Hires

The filling of vacancies to part-time Customer Service Agent shall be as follows:

It is agreed that the procedures and principles of promotion bulletins and the privileges of above basic will be applied for administrative purposes for part-time CSA vacancies.

Signed this 1st day of July 2009.

FOR AIR CANADA

FOR IAMAW

Denis Boucher

Mike Ambler

**LETTER OF UNDERSTANDING NO. 14 -
UNASSIGNED**

LETTER OF UNDERSTANDING NO. 15 - TEMPORARY/SPECIAL ASSIGNMENTS

- L15.01 During the 1997 contract negotiations, the Company and the Union agreed to a type-trial process which provides the opportunity for employees covered by this Collective Agreement to access temporary/special assignments without a loss of seniority or salary progression, during the life of this Collective Agreement.
- L15.02 Opportunities for temporary/special assignments may be identified by the Company or the Union at each point. Given mutual agreement between the Company and the Union, such temporary/special assignments will then be covered by this Letter of Understanding.

Opportunities may be identified in the following areas:

- STOC (MINI-STOC) Coordinators
- Airport & Cargo Operations planning and coordinating positions
- Technical Services coordinating positions

Nothing in the foregoing prevents the Company and the Union from agreeing, at the Headquarters level (i.e., Corporate Labour Relations Representative and the appropriate General Chairperson), to additional functions/areas, where appropriate, which may not be included in the above.

- L15.03 Local notices will be issued at the point for a period of fourteen (14) days where the assignment exists unless otherwise agreed to by the Company and the Union. Such notices will be copied to the Union at the local level, the President & Directing General Chairperson, District Lodge 140 and the Director, Labour Relations Dorval 1263 and will include the working conditions, duration of assignment, and necessary qualifications associated with the assignment. Eligibility for such notices will be limited to employees in the appropriate Categories/Classifications at the point/work location where the assignment is based unless otherwise agreed to by the Company and the Union.
- L15.04 Candidate selection will be based on an objective structured interview as per LOU No. 4 for Technical Services and Logistics & Supply employees and LOU No. 29 for Airports & Cargo employees, work record, and seniority amongst those applicants possessing the applicable qualifications.
- L15.05 This Letter of Understanding applies to temporary/special assignments exceeding six (6) months with a maximum of two years duration. In order to provide opportunity for other employees to gain experience from such temporary/special assignments, an individual employee may not fill the same temporary/special assignment for longer than two (2) years, regardless of seniority, unless there are no other qualified applicants to the posting of a subsequent notice required on completion of the two (2) year maximum period.

- L15.06 This Letter of Understanding will not include any assignment which includes the direct supervision of employees or the responsibility for initiating disciplinary action.
- L15.07 Employees presently assigned temporarily in positions as identified in this Letter of Understanding will be deemed to be covered by this Letter of Understanding. The application of the time limit identified in L15.05 will be from the time of entry into the present temporary assignment.
- L15.08 Employees who accept temporary assignments, under LOU #15, will continue to accrue salary progression within their respective classification, and if promoted to positions within the Collective Agreement in a higher classification, will assume the new rate of pay for the position and will accrue salary progression.
- L15.09 This Letter of Understanding may be cancelled upon written advice by the Company or District Lodge 140 during the life of this Collective Agreement.

Signed this 1st day of July 2009.

AIR CANADA

Denis Boucher

**INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS**

Mike Ambler

LETTER OF UNDERSTANDING NO. 16 - ROLES AND RESPONSIBILITIES LICENSING AGREEMENT

In 2002 the Company, through consultation with the Union, initially determined the following as roles and responsibilities for the new Classifications of Aircraft Technician (AT), Aircraft Maintenance Engineer (AME), Lead Aircraft Maintenance Engineer (Lead AME) and Process Auditor (P.A.). These items were not deemed to be exclusive.

Aircraft Technician (A.T.)

1. Be a working member of the crew
2. Perform work as outlined in AO/AMO Policy, Chapter 3
3. Identify and order parts
4. Perform required computer entries and functions
5. Sign for the performance of their work
6. Comply with Company policies, procedures and standards
7. Ensure a safe and tidy workplace
8. Assist other trades as required
9. Maintain his personal records
10. Ensure any issues that could jeopardize production or airworthiness are raised in a timely manner

Aircraft Maintenance Engineer (AME)

The AME is a working member of a self directed team and is capable of performing all of the functions of the AT. His responsibilities also include: being accountable to the Team Leader for operational and airworthiness oversight. He will coordinate and supervise the assignment of personnel to maximize the overall aircraft serviceability with Team Leaders, Planners, other AME's and Leads. The AME will be the person who is expected to sign a maintenance release for non-licensed employees. It is understood that this signature indicates that the AME acknowledges that the individual signing the work performed has the recognized skill sets to have performed the work. Duties will also include but not be limited to;

Exercise the full authority of his Aircraft Certification Authority and any additional authorities held

1. Plan, coordinate and execute the work
2. Ensure any issues that could jeopardize the operation or airworthiness are raised in a timely manner
3. Perform the required inspections, evaluations and maintenance releases
4. Resolve material, tooling, and engineering issues.

5. Assign and direct the work of maintenance personnel
6. Estimate and define planned repairs
7. Perform general visual inspections, detailed visual inspections, conformity inspections, self checks, independent checks
8. Sign off defects that are within standard
9. Provide oversight and management of defects
10. Provide airworthiness oversight and sign a maintenance release for non-licensed personnel. In addition, on an ad-hoc basis, the LAT may be asked to sign for employees not assigned to work directly with them. In all cases the signing of a maintenance release will be based on responsibilities and authorities outlined in TOCM – AMO policy chapter 2
11. Complete and verify all paperwork and computer data entries, including the provision of adequate hand-off of information.
12. Provide mentoring / training and coaching to maintenance personnel
13. Ensure a safe and tidy workspace

Lead Aircraft Maintenance Engineer (Lead AME)

The Lead AME is a working member of the team and is capable of performing all of the functions of the AME. The Lead AME will normally only be assigned to “A” check or engine change crews. The Lead AME will provide leadership to his team and be responsible and accountable to the Team Leader for production, operational and airworthiness oversight. He will co-ordinate the assignment of personnel to maximize production flow with Team Leaders, Planners, and other personnel as required. Duties will also include but not be limited to;

1. Assist in the development of, and be accountable to the production plan
2. Monitor and be accountable for the completion of the work plan
3. Estimate and define the planned repair
4. Provide training, coaching and supervision to the maintenance personnel
5. Ensure work safety standards are complete

Process Auditor (PA)

The Process Auditor reports to the AWC and is responsible to improve the flow of the check by performing verifications of any work or work process related audits to identify areas requiring improvements. For their assigned area, their duties include;

1. Work with management to develop BU level audit checklists, and finding and corrective action processes
2. Discuss problem areas with Team Leaders and develop an audit plan to identify root causes

3. Facilitate corrective action to resolve root cause issues found during the course of the audits
4. Track audit findings and review statistics to identify trends
5. Sampling job cards for accuracy against the maintenance manual and airworthiness requirements
6. Sampling job card entries for accuracy and completion
7. Sampling the inspection findings to see if the inspection standards are met
8. Sampling work flow to ensure compliance with processes
9. Sampling technical manuals and data and ensure they are current
10. Sample check package for completion and/or
11. Assisting in process and standards training and coaching
12. Initiating and following-up on revisions to work documents and technical data

During 2011 and 2012 bargaining the following changes have been accepted by the parties as the new roles and responsibilities for the AMEs and Lead AMEs. The previous roles and responsibilities of AT's and PA's have been unchanged.

Signed in Gatineau, QC this 18th day of October 2011

AIR CANADA

John Beveridge

**INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS**

Mike Ambler

**LETTER OF UNDERSTANDING NO. 17 -
ARTICLE 16.16.04 - TERM RECALL PROCEDURES
AIRPORT & CARGO OPERATIONS**

- L17.01 Although the Company will endeavour to minimize the use of term positions there is a need to clarify the application of Article 16.16.04. and the parties therefore agree to the following procedures for completing term recalls in the Airport & Cargo Operations Business Unit.
 - L17.02 The Airport & Cargo Operations Business Unit at the Headquarters level, approves all term recalls to the Manager, Labour Relations – Airport & Cargo Operations, by letter, E-mail or fax.
 - L17.03 All term recalls will be coordinated through the office of the Manager, Labour Relations – Airport & Cargo Operations.
 - L17.04 On receipt of written recall approval (see L17.02), the Manager, Labour Relations – Airport & Cargo Operations (or delegate) will advise the involved Station(s) and Regional Shop Committee(s).
 - L17.05 All written notification of open positions will be initiated by the Manager, Labour Relations – Airport & Cargo Operations and addressed to the involved employee(s) with copies to local Management, Personnel Services and the Regional Shop Committee(s).
 - L17.06 Such written notification(s) will be "faxed" to the appropriate Station. The Station Representative (see L17.12), will arrange for immediate courier delivery to the involved employee(s) residence.
 - L17.07 Concurrent with receipt of the fax of the written notification, telephone communication will be initiated to the employee by the Station representative (see L17.12).
 - L17.08 A minimum of four (4) attempts at telephone contact will be made to reach each involved employee. Such calls will be placed approximately four (4) hours apart over a two (2) day period. After two (2) unsuccessful attempts, the Station Coordinator or Corporate Labour Relations will advise the Regional/Union Shop Committee.
- If an employee is going on vacation during his term assignment, the employee must advise the Company of his point(s) of contact in the event of an extension or other term recall offers during his vacation period. Given such information, the Company will endeavour to contact the employee in line with these procedures.
- L17.09 When personal contact is immediate (i.e., on first telephone call), the letters referenced in point #5 may be forwarded by FAX or Canada Post.

L17.10 Employees will respond verbally as to acceptance or declination of the temporary recall within seventy-two (72) hours of:

a) verbal notification/advice of the opening

OR

b) receipt of written notification, whichever occurs first.

L17.11 In situations where there has been no contact, employees will be bypassed after ninety-six (96) hours of the Company forwarding, by courier, the written notification. Such a situation will be considered as a declination of term recall in terms of the application of L17.15 of these procedures.

L17.12 The Station representatives who will assist Manager, Labour Relations – Airport & Cargo Operations, in this process are as follows:

Halifax	Customer Service Assistant
Moncton	Customer Service Coordinator – Moncton
Saint John	
Fredericton	
St. John's	Manager, Customer Service
Charlottetown	Customer Service Coordinator
Quebec	Customer Service Manager
Dorval/Mirabel (Ramp/Cabin Service/Cargo)	Manpower Planner – Dorval
Ottawa	Airport Administrative Coordinator
Toronto (Ramp/Cabin Service)	Manpower Coordinator
Toronto (Cargo)	Manpower Coordinator
London, Ont.	Manpower Coordinator
Thunder Bay	Customer Service Coordinator
Winnipeg	Personnel Services Assistant

Regional Shop Committee – Calgary
 Lodge 1681, IAMAW
 2000 Airport Road NE Air Canada Terminal Bldg
 Calgary, Alberta ZIP 3801
 T2E 6W5
 Email: yycshopcomm@aircanada.ca

YYC
 YEG

Regional Shop Committee – Vancouver
 Lodge 764, IAMAW
 Vancouver AMF ZIP 3187
 Vancouver International Airport, B.C.
 V7B 1V4
 Email : yycshopcomm@aircanada.ca

YVR
 YXY

- L17.14 Employees may, by written advice to the Manager, Labour Relations – Airport & Cargo Operations, Air Canada Centre 1263, P.O. Box 14000, Station Airport, Dorval Quebec H4Y 1H4, remove themselves from the term recall list for specific points, periods of time, or recall duration. Dorval and Mirabel will be considered as two (2) different points for this purpose. This correspondence is to be forwarded via FAX or Canada Post with a copy to the Regional Shop Committee.
- L17.15 Employees will be allowed to decline two (2) consecutive term recall offers to any one (1) point, after which they will be removed from the term recall list to that particular point. The employee will be notified by the Company, in writing. Should the employee wish to be reinstated on the term recall list for that point, he/she must re-apply in writing.
- L17.16 Employees who are medically unfit to work in the specific classification or in relation to the specific work requirements, will not be considered eligible for term recalls. Such employees will be advised in writing, by the Manager, Labour Relations – Airport & Cargo Operations, that they have been temporarily removed from the term recall list. Recall status will only be changed on receipt of written notice from the employee that he/she is medically fit and subsequent confirmation by the Company Medical Business Unit. Such employees will be returned to the active term recall list three (3) calendar days (seventy-two (72) hours) after receipt of the foregoing requirements.
- L17.17 Employees accepting a term recall (verbally or in writing) and subsequently declining the same recall, will be removed from the term recall list for that point for a period of one (1) year. A second such incident will result in his/her permanent removal from the term recall list for that point.
- L17.18 Employees accepting term recalls will not be entitled to personal leaves of absence and must complete the term assignment. Failure to complete a term

assignment, except under very extenuating circumstances, will result in the loss of future term recall rights to that point for a period of one (1) year. A second such occurrence will result in his/her permanent removal from the term recall list for that point.

L17.19 A decision to bypass an employee for term recall for any reason will be made jointly by the Manager, Labour Relations – Airport & Cargo Operations and the appropriate Regional/Union Shop Committee (as identified in L17.13). The Union will not process any grievance related to such a bypass.

L17.20 Employees who are employed elsewhere within the Company (permanent or term), at the time of canvassing for term recall positions, will be bypassed. Employees employed outside the bargaining unit will be expected to advise the Manager, Labour Relations – Airport & Cargo Operations, in writing, with a copy to the Regional/Union Shop Committee on termination of such employment in order to ensure their name is returned to the active term recall list. Such employees will be returned to the active term recall list three (3) calendar days (seventy-two (72) hours) after receipt of such written notice.

L17.21 Employees who decline term recalls (verbally or in writing), will not, except under very extenuating circumstances, be permitted to reverse his/her decision. For example, a reversal might be allowed if:

- The next person entitled to the recall has not been notified.
- There were no other employees entitled to the recall.
- The position had not been filled by other means.

Such decisions will be made jointly by the Manager, Labour Relations – Airport & Cargo Operations and the appropriate Regional/Union Shop Committee (as identified in L17.13).

L17.22 Employees accepting term recalls for periods of less than sixty (60) days, and when notification is within seven (7) days of the effective date of the recall, will report within seven (7) calendar days of notification. Where more than seven (7) days notice has been provided, employees will report on the effective date of the recall. For a period of more than sixty (60) days, the employee will have fourteen (14) days to report from the date of notification of recall.

L17.23 Except in very extenuating circumstances, personal acceptance/ declination of term recalls will be required. A third party response will not suffice.

L17.24 Employees must return the written advice of acceptance/declination of term recall within fourteen (14) days.

L17.25 Laid-off employees must advise the Manager, Labour Relations – Airport & Cargo Operations, Air Canada Centre, P.O. Box 9000, Saint-Laurent, Quebec H4Y 1C2, in writing sent by FAX or Canada Post, with a copy to the Regional/ Union Shop Committee (see L17.13), of any change to information used to

contact/communicate with employees (i.e., home address, third party address, telephone numbers, etc.).

- L17.26 All term recalls will be identified for a duration within a regular flight schedule (i.e., April/October; October/April).

The senior employee with recall rights to a point will always be offered the longest term recall period.

- L17.27 For term recall assignments of less than sixty (60) days, where all local full-time employees have been canvassed and have declined, laid-off part-time employees, at the point, will be offered the term employment prior to new hiring.

- L17.28 The Company will endeavor, in line with these procedures, seniority and the Collective Agreement, to offer term recall assignments to the employees home base before offering him/her other points of recall (subject to L17.20).

- L17.29 The foregoing process does not otherwise affect, change or impact on Article 16.16 of the Collective Agreement or any other related Memorandum/Agreement between the parties.

Signed this 1st day of July 2009

AIR CANADA

Denis Boucher

**INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS**

Mike Ambler

LETTER OF UNDERSTANDING NO. 20 - AIRCRAFT TAXI AUTHORITY

During the 1999 contract negotiations, the Company agreed to provide compensation to Aircraft Maintenance Engineers and Lead Aircraft Maintenance Engineers Categories 01 and 38 who successfully complete the training requirements and qualify for taxi authority in accordance with the following:

- The Company will determine the number of personnel and the aircraft types required at each location.
- The Vacancy Notice process will be used to identify the Company's requirements and allow interested employees to apply.
- The selection process from the applicant(s) will be in accordance with the general principles of Article 16.11.
- Successful applicants will be expected to perform this function for the duration of the period identified in the Vacancy Notice to a maximum of two (2) years.
- The overall administrative process will be developed following ratification of the new Collective Agreement and will be reviewed with the Union.
- A four hundred dollar (\$400) payment will be made to each employee successfully completing the initial training required and becoming qualified for taxi authority on an aircraft type.
- A two hundred dollar (\$200) payment will be made to each employee qualifying for taxi authority for each additional aircraft type.
- Aircraft type is defined as follows:
 1. A319/A320/321
 2. A330/A340
 3. B737
 4. B767
 5. B777
 6. ERJ 175/190
 7. B787
- The above referenced payments are applicable on a one (1) time basis at the time of the original qualification. Situations requiring refresher/update training will not attract further payments.

Signed this 1st day of July 2009.

FOR AIR CANADA

FOR TRANSPORTATION DISTRICT 140

Denis Boucher

Mike Ambler

LETTER OF UNDERSTANDING NO. 21 - SCHEDULED ARBITRATION

In order to "expedite" the handling of appeal situations of employee suspensions pending discharge, and in conjunction with the conditions of Article 18, the following is agreed to:

- L21.01 The parties will mutually agree to the selection four (4) Arbitrators on a year to year basis (June to June).
- L21.02 Four (4) sets of two consecutive days will be pre-scheduled with each of these arbitrators, one set per quarter each year.
- L21.03 Arbitrator selection will include one (1) from Western Canada, two (2) from Toronto, and one from Montreal.
- L21.04 The Manager, Labour Relations and the General Chairperson will jointly prepare and submit to the arbitrator a statement of agreed to facts one (1) week prior to the arbitration date.
- L21.05 The Company and the Union commit to advance preparation and a consolidated approach to such arbitrations and agree to make every effort to streamline the presentations (witnesses, jurisprudence, argument) to the Arbitrator without compromising their respective positions.
- L21.06 Where an agreed to date(s) cannot be utilized, it will be made available for other arbitrations in accordance with Article 18 or Letter of Understanding No. 8.
- L21.07 This Letter of Understanding may be cancelled upon written advice by the Company or District Lodge 140.

Signed this 20th day of July 1999.

FOR AIR CANADA

T.W. RABY

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

J. COLLIER

LETTER OF UNDERSTANDING NO. 22 - PENSION AGREEMENT

During the 1999 contract negotiations, the Company and the Union agreed to have the rules of the Air Canada Pension Plan – Canada, as it relates to an "IAMAW employee", amended to provide the following effective for retirements, terminations of service or deaths in service occurring after June 13, 1999.

IMPROVED BENEFIT FORMULA:

The rules of the Air Canada Pension Plan will be amended to provide an "IAMAW employee" with a benefit formula that will be increased from 1.5%/2% to 1.75%/2% in respect of allowable service after January 1, 1966. All sections of the plan text wherever reference is made to 1.5% should be amended by replacing 1.5% by 1.75%. These are sections 6.1 dealing with normal retirement pension, section 6.3 dealing with disability retirement pension and section 7.1 dealing with the higher pension to age 65 option. In section 7.1 a), the reference to 1/2% should also be replaced by 1/4%.

INCREASED EMPLOYEE CONTRIBUTIONS:

Employee contributions under section 4.1 of the rules of the Air Canada Pension Plan – Canada, will be increased to 5.25% on his pensionable earnings up to his year's maximum pensionable earnings and 6% on that part of his compensation in excess thereof. This contribution rate will be used as a basis for the recognition of any period of allowable service applied for by the employee on or after August 1, 1999.

MAXIMUM ANNUAL COMPENSATION:

The maximum annual compensation for an IAMAW employee is increased as follows:

Effective July 20th, 1999: \$70,000.00

Effective June 23, 2003: \$82,000.00

Signed this 1st day of July 2003.

FOR AIR CANADA

K.P. SMITH

**FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE WORKERS**

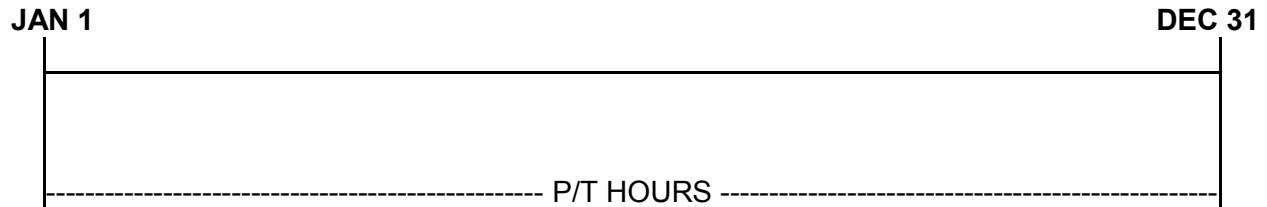
J. COLLIER

LETTER OF UNDERSTANDING NO. 24 - PART-TIME VACATION CHARTS

EXAMPLE #1

SVC DATE: APRIL 15, 1987
VAC ENT: 14 CAL DAYS

P/T – JANUARY 1, 1988 – DECEMBER 31, 1988
P/T TO F/T – JANUARY 1, 1989



P/T HOURS = 20 HRS/WK X 52 WEEKS = 1,040

F/T EQUIVALENT MONTHS = $\frac{\text{P/T HOURS}}{174} = \frac{1,040}{174} = 5.977$

TOTAL F/T EQUIVALENT MONTHS = 5.977 = 6

F/T DAYS W/PFT MONTHS

= VACATION ENT X 12
= 14 X 6/12
= 7 F/T CAL DAYS W/P

BALANCE OF 7 CALENDAR DAYS OF VACATION ENTITLEMENT CAN BE TAKEN WITHOUT PAY AT EMPLOYEE'S OPTION TO BE INDICATED AT THE TIME OF CONVERSION.

NOTE 1: ROUNDING = <.5 - DOWN
 = >.5 - UP

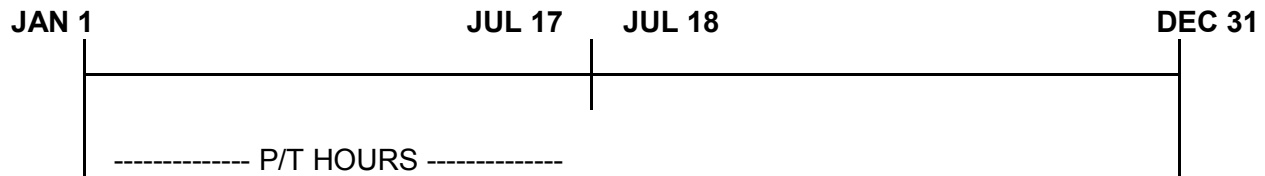
NOTE 2: 174 HOURS = 1 FULL-TIME MONTH

LETTER OF UNDERSTANDING NO. 24 – PART-TIME VACATION CHARTS –

EXAMPLE #2

SVC DATE: **APRIL 15, 1987**
VAC ENT: **14 CAL DAYS**

P/T – JANUARY 1, 1988 – JULY 17, 1988
F/T – JULY 18, 1988 – DECEMBER 31, 1988



IF ANY PORTION OF A MONTH IS WORKED IN FULL-TIME STATUS, IT IS CREDITED AS A FULL-TIME MONTH.

P/T HOURS = JANUARY 1 – JUNE 30 = 480

F/T EQUIVALENT MONTHS = $\frac{\text{P/T HOURS}}{174} = \frac{480}{174} = 2.76$

F/T MONTHS = 6 (JULY – DECEMBER)

TOTAL F/T EQUIVALENT MONTHS = 2.76	= 3
F/T MONTHS	= 6
TOTAL F/T MONTHS	= 9

F/T DAYS W/PFT MONTHS

= VACATION ENT X 12
= 14 X 9/12
= 11 F/T CAL DAYS W/P

BALANCE OF 3 CALENDAR DAYS OF VACATION ENTITLEMENT CAN BE TAKEN WITHOUT PAY AT EMPLOYEE'S OPTION TO BE INDICATED AT THE TIME OF CONVERSION.

NOTE 1: ROUNDING = <.5 - DOWN
 = >.5 - UP

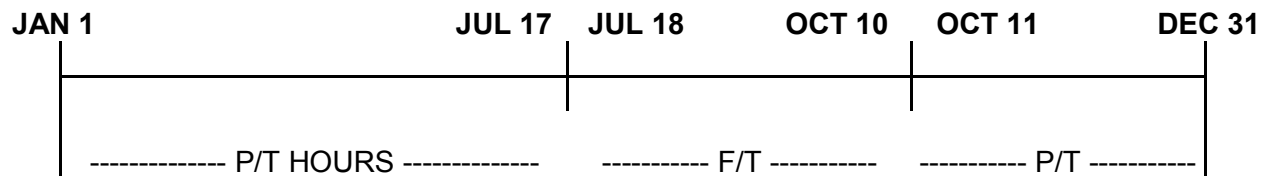
NOTE 2: 174 HOURS = 1 FULL-TIME MONTH

LETTER OF UNDERSTANDING NO. 24 – PART-TIME VACATION CHARTS –

EXAMPLE #3

SVC DATE: APRIL 15, 1987
VAC ENT: 14 CAL DAYS

P/T – JANUARY 1, 1988 – JULY 17, 1988
F/T – JULY 18, 1988 – OCTOBER 10, 1988
P/T – OCTOBER 11, 1988 – DECEMBER 31, 1988



IN THIS EXAMPLE, IT IS ASSUMING THE EMPLOYEE WORKED 20 HOURS PER WEEK AS A PART-TIMER AND THE 1989 VACATION WAS TAKEN IN THE PART-TIME STATUS, THE TOTAL VACATION ENTITLEMENT OF 14 DAYS WOULD BE WITH PAY AND AN ADJUSTMENT WOULD BE HANDLED THROUGH THE VACATION CREDIT ADJUSTMENT PROCESS AS PROVIDED FOR IN THE CANADA LABOUR CODE.

LETTER OF UNDERSTANDING NO. 26 - RETIREMENT PHASE-IN

It is agreed and understood that the provisions of the Collective Agreement shall apply to those employees who elect to participate in this retirement phase-in program, except as modified by the following:

1. Employees who are eligible to retire with pension in accordance with the Air Canada Pension Plan or CAIL IAMAW Pension Plan and who wish to participate in the program will request such a change of status to part-time and shall notify the Company. Employees also need to contact Air Canada Pension Services at 1-855-855-0785 option 2 to initiate their intent to retire with pension at the same time.
2. Requests shall be actioned, subject to appropriate vacancies being available and the approval of the Company.
3. An employee accepting the change of status when it is made available and this having been confirmed, shall retire with pension in accordance with the Pension Plan when the change of status is affected.
4. Employees currently enrolled in this program prior to the ratification of the 2012 Collective Agreement shall continue to participate in the program for a maximum of ten (10) years from June 17, 2012, or until they terminate their service with the Company, whichever is the earliest.
5. Employees accepted in this program post June 17, 2012 shall continue in part-time employment and in receipt of pension benefits for a maximum of five (5) years or until they terminate their service with the Company, whichever is the earliest.
6. Notwithstanding anything to the contrary in the Air Canada Pension Plan Rules and Regulations, on receipt of pension benefits, employees shall cease to be active members of the Plan and shall cease to contribute to the Plan or accrue additional allowable service under the Plan. Pension benefits shall be those provided by the Plan at the time the employee retires from full-time status.
7. Employees participating in the Program shall not have the right to change status to full-time employment under any circumstances, or any other provision of the Collective Agreement. Retirement Phase-in positions will be limited to part-time Customer Service Agent, Station Attendant, and Cabin Servicing & Cleaning Attendant. To affect this, the following provisions are modified:
 - a) Article 6 – Employees will not be offered positions in the other status (full-time).
 - b) Article 6 and 7 – employees will not be paid more than the allowable maximum for part-time employment.
 - c) Article 6 – such employees will not be eligible to perform acting/relief assignments in other above basic classifications.
 - d) Article 16 – all seniority provisions are applicable at the point only. All such

- employees are not eligible for promotion or transfer.
- e) For the purpose of staff reductions (lay-off, bumping and recall at the point), retirement phase-in employees in the classifications of part-time Customer Service Agent, part-time Station Attendant and part-time Cabin Servicing & Cleaning Attendant, will be laid off prior to other Customer Service Agents, Station Attendants and Cabin Servicing & Cleaning Attendants. Retirement phase-in employees not affected by bumping or layoffs either directly or indirectly will not be required to end their employment.
8. Vacation application for part-time retirement phase-in employees will be paid on each pay cheque as per the Canada Labour Code.
- i) Part-time retirement phase-in employees will receive 6% vacation pay on each pay cheque.
 - ii) Vacation entitlements will be taken without pay.
 - iii) Vacation entitlements (without pay) will be in accordance with Articles 13:01 to a maximum of three (3) weeks.
9. In the application of Letter of Understanding No. 1, the following exceptions apply to part-time retirement phase-in employees.

Group Life Insurance

Not available to Part-Time Retirement Phase-In Program

Group Disability Income Plan

Not available to part-time retirement phase-in employees.

Supplementary Health Insurance

Not available to part-time retirement phase-in employees.

Group Dental Insurance

Not available to part-time retirement phase-in employees

10. Travel privileges entitlement will be in accordance with Company Regulations governing retired employees. Employees in the retirement phase in program will continue to accrue service for the sole purpose of establishing priority accrual for travel privileges.

11. Employees participating in this program will retain Company service at retirement and upon change of status, however, no further accrual of Company service may be earned with the exception of priority accrual for travel privileges.

12. In the filling of vacancies through retirement phase-in for the classification of Customer Service Agent – Part-Time, preference will be given firstly to Customer Service Agents and Lead Customer Service Agents, and secondly to other classifications (e.g.: Station Attendant). The sequencing of seniority will be prioritized in the order of previous

Customer Service Agent seniority followed by basic classification seniority.

13. In the filling of vacancies through retirement phase-in for the classification of Cabin Servicing & Cleaning Attendants – Part-Time, preference will be given firstly to Cabin Servicing & Cleaning Attendants and Lead Cabin Servicing & Cleaning Attendants, and secondly to other classifications (e.g.: Station Attendant). The sequencing of seniority will be prioritized in the order of previous Cabin Servicing & Cleaning Attendant seniority followed by other basic classification seniority.

14. In the filling of vacancies through retirement phase-in for the classification of Station Attendant – Part-Time, preference will be given firstly to Station Attendants, and Lead Station Attendants, and secondly to other classifications (e.g.: Customer Service Agent). The sequencing of seniority will be prioritized in the order of previous Station Attendant seniority followed by other basic classification seniority.

NOTE: Employees filling the above referenced positions in points 12, 13 and 14 through retirement phase-in shall continue to have their former seniority recognized for the purpose of work schedule and vacation selection.

FOR AIR CANADA



John Beveridge
Director, Labour Relations

FOR TRANSPORTATION DISTRICT 140



Mike Ambler
General Chairperson - Western Region

LETTER OF UNDERSTANDING NO. 28 - SPLITTING OF CATEGORY 23

The purpose of this committee is to determine the process for splitting Category 23 in the departments of Ground Support Equipment (GSE), Aircraft Support Equipment (ASE), Corporate Real Estate (CRE).

This committee will comprise of members of both management and Union from each of the departments from the main stations of YYZ, YUL, YVR and will consult with those in YWG, YYC, YHZ as to their needs. They will also assign category numbers to each of the identified categories i.e. cat 23 will comprise mechanics of an automotive nature, category X will comprise of those in the trade group of millwright, category Y will comprise of those in the trade of HVAC.

GSE for example could comprise of those in the trade of automotive mechanics, ASE could comprise of those in the trade of automotive mechanics, CRE could comprise of those in the trades of automotive mechanics, millwrights, HVAC. Final determination of what trades are required in each business unit is an exclusive function of the Company.

The committee's mandate will be to come with a recommendation that deals with the category split, and any ancillary issues within 90 days of the arbitrator's award.

Failing a decision from the committee the outstanding issues will be given to the third level consisting of Labour Relations and District 140 for a final decision.

The Company will give due consideration to the recommendations of the committee however final determination resides exclusively with the Company.

John Beveridge
Director, Labour Relations

LETTER OF UNDERSTANDING NO. 29 - SELECTION PROCESS FOR ABOVE BASIC CLASSIFICATIONS AIRPORTS & CARGO

The Company and the Union agree to the following formal selection process in support of the provisions contained in Article 16.11.05, for all above-basic classifications and for the appropriate classifications in Article 6.04.02.

The selection process contained in the present Letter of Understanding will come into effect no later than one hundred (100) days following ratification of the Collective Agreement in order to afford the Company sufficient time to develop and implement the aforementioned process. Letter of Understanding #4 will remain in effect during the implementation process of the present Letter of Understanding.

The parties recognize the importance of a successful implementation of this process. Should an issue arise with respect to the implementation of the selection process, the Company commits to informing the Union forthwith at the Headquarter level and provide a detailed account of the reason(s) and projected implementation date. The parties will enter into discussions to ensure the selection process is implemented in an expeditious manner.

- L29.01 The Company will develop, in consultation with the Union, a detailed selection process comprising of an examination and a structured interview process. Within seven (7) days of ratification, the Union will identify its designate for this purpose. From time to time, as it deems required the Company may alter the examination and/or structured interview. Final determination of the examination and interview process will rest with the Company.

NOTE: Time off for the representative of the Union consulted during the development or modification to the examination and structured Interview process will be borne by the Company and charged to Work Order NG.

- L29.02 The selection process will provide for a pre-qualification component (examination) at specific periods throughout the year designated by the Company. Allocation of availability for this pre-qualification component will be done in order of seniority among applicants. The Company will ensure that at least one (1) session per quarter is held in A stations and one (1) session will be held every six (6) months in all other stations.

NOTE: A pre- qualification request will be considered active for a period of twelve (12) months. Any such request not actioned within that timeframe must be re-submitted. The Company will develop an application process for pre-qualification.

- L29.03 If deemed required by the Company, a distinct examination and structured interview process will be developed for each above basic classification. Similarly, a distinct examination and structured interview process may be developed for above basic positions overlapping between the Airports and Cargo business units

(such as, but not limited to, the Lead Station Attendant and Customer Service Agent classifications).

L29.04 The examination process will be designed to evaluate, in depth, the knowledge and skill set of applicants and may also include an orientation/training period and any other module as required in order to achieve the aforementioned in depth evaluation.

L29.05 Successful completion of the examination will be valid for a period of three (3) years at which time the applicant must re-qualify in accordance with the foregoing.

NOTE: For examinations that apply to multiple classifications (groupings) employees passing or failing will have their result applied to the other classifications within that grouping.

L29.06 In the event an applicant fails to achieve the 80% passing mark on the examination, the applicant will be ineligible to progress to the structured interview stage and will further be ineligible to apply for any above basic position (within the applicable grouping) or participate in any subsequent pre-qualification component (within the applicable grouping) for a period of six (6) months following the date of the failed examination.

L29.07 Candidates who have achieved the passing mark on the examination will be given a structured interview conducted by a trained panel of one (1) Human Resources representative, one (1) Branch representative and one (1) representative designated by the Union. The candidate must achieve an 80% score assessed by the panel through a structured point system and through a majority vote of the panel. In the event the candidate fails to achieve the passing score, the candidate will be ineligible to re-interview for the failed above basic position for a period of six (6) months following the date of the interview.

L29.08 Successful completion of the interview will be valid for a period of three (3) years at which time the applicant must re-qualify in accordance with the foregoing.

L29.09 Candidates must have successfully passed the examination prior to the closing of the Promotional Bulletin or Vacancy Notice to be deemed eligible for the above basic opening. The structured interviews will be scheduled for those required.

NOTE: A candidate who has already successfully passed the structured interview will not be scheduled for an additional interview.

L29.10 Should there not be sufficient qualified candidates on a Promotional Bulletin or Vacancy Notice, the Company will re post prior to proceeding with street hiring.

L29.11 In consultation with the Union, the Company will develop documentation explaining the examination and structures interview process.

- L29.12 Results of the Examination and Structured Interview shall remain as a permanent record on the employee's personal file.
- L29.13 Candidates who successfully complete the appropriate examination and structured interview will be deemed as having equal ability for the purpose of the provisions of Article 16.11.05, and accordingly the employee(s) possessing the greater seniority shall be awarded the position(s).
- L29.14 A candidate will not be compensated when a structured Interview is schedule outside of the regularly scheduled shift (before/after shift or day off). It is understood that a candidate will not be denied an opportunity to interview due to being on shift.
- L29.15 Should the failure rate of an examination exceed 20% for any above basic classification in any location, the parties will meet to discuss at the Headquarter level.
- L29.16 The examination and structured interview process will not be subject to the grievance process, including any candidate failing either the examination or structured interview.
- L29.17 Current permanent employees holding any above basic position or other above basic positions to which they hold seniority will be grandfathered (considered qualified) for those positions only. Current actors will be grandfathered for acting purposes only. Future actors must qualify through the process in this Letter of Understanding.
- L29.18 Letter of Understanding #4 and Article 6.04.02.will be modified to reflect the process contained in the present Letter of Understanding as it pertains to the Airport and Cargo Business Units.

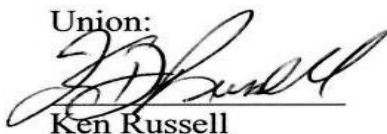
Signed this 17th day of December 2015

Company:


John Beveridge


Andrea Zaffaroni

Union:


Ken Russell


Keith Aiken

Letter of Understanding No. 30

Short-Term Disability Benefits Disputes

BETWEEN:

**International Association of Machinists and Aerospace Workers
and its District Lodge 140**

(the “Union”)

-and-

Air Canada

(the “Employer”)

WHEREAS the Union and the Employer are parties (the “Parties”) to a collective agreement which is in effect until March 31, 2016 (the “Collective Agreement”);

WHEREAS the Collective Agreement provides for a Group Disability Income Plan (the “Plan”) which includes a short-term disability component (“STD Benefits”) managed by a third party administrator (the “Plan Administrator”);

WHEREAS from time to time grievances have been filed by the Union alleging a wrongful denial of STD Benefits (“STD Disputes”);

WHEREAS during the negotiations for the renewal of the Collective Agreement, the Parties have discussed the manner in which STD Disputes can be resolved in an efficient and timely manner;

WHEREAS the Parties wish to enter into the present Letter of Understanding (“Agreement”) to reflect their agreement to implement a dispute resolution mechanism to resolve STD Disputes on a trial basis;

NOW THEREFORE, the Parties agree as follows:

1. The preamble shall form an integral part of this Agreement.

Appeal Process

First Level Appeal

2. Employees who wish to appeal the denial or discontinuance of STD Benefits shall do so in writing to the Plan Administrator within the timelines prescribed by the latter in the Plan.
3. An appeal must be submitted in writing and include new medical information for review.
4. Once an appeal is filed, the Employee must comply with all instructions of the Plan Administrator in a timely manner until such time that a decision is rendered.
5. The Plan Administrator will provide the Employee with a written decision which will normally include detailed reasons.

Second Level Appeal

6. If a first level appeal is dismissed, the Employee may file a second level appeal by providing written notice to the Plan Administrator within seven (7) calendar days of the notification of the first level appeal decision.
7. A second level appeal will be decided by an independent medical examiner, experienced in occupational health, agreed-to by the Parties ("IME"). If the Parties are unable to agree within twenty-one (21) calendar days from the notice to appeal, either party can make a request to the Minister of Labour for the appointment of an IME.
8. Upon the filing of a second level appeal, the Employee shall provide both Parties with written consent authorizing the disclosure by the Plan Administrator of all relevant information directly to the IME and the representatives of the Parties who have carriage of the appeal.
9. The IME shall undertake a review of the information provided by the Plan Administrator as soon as possible following his or her appointment.
10. The IME may hold a fact-finding meeting with the Parties to ascertain the issues and facts prior to rendering a decision, including with respect to the requirements of the Employee's position. If a fact finding meeting is held, the IME shall allow the Employee, a representative from the Union, the Employer and the Plan Administrator the opportunity to present their case. The Parties shall not be represented by lawyers, and no witnesses will be allowed to testify.
11. The IME will determine, through objective medical evidence in the file provided by the Plan Administrator, any functional restrictions or limitations, and compared to the requirements of the Employee's position, whether the Employee is capable of fulfilling the requirements of the Employee's position with or without accommodation. In so doing, the IME will determine the severity of the medical condition and its anticipated duration. The IME will also determine the anticipated duration of any restrictions or limitations. The IME may also provide recommendations to permit the Employee to return to work.
12. The costs of the IME, including those associated with the fact finding meeting, if any, shall be shared equally between the Parties.

Employee Status

13. Employees who have filed a first or second level appeal and who have provided the Plan Administrator with medical documentation from their treating physician attesting to their inability to return to work, with or without accommodation, will be considered on a personal leave of absence until such time that a decision has been rendered on the first or second level appeal, as the case may be.
14. During such time that employees are on a personal leave of absence, eligibility for benefits and privileges shall be in accordance with the Employer's policies.
15. Employees who fail to appeal a decision within the timelines prescribed by the Plan or this Agreement, or who fail to comply with the instructions of the Plan Administrator or the IME, will be required to return to work forthwith and, should they fail to do so, will be considered to be on an unauthorized absence. In either case, the initial decision of the Plan Administrator will be considered final.

Grievance Procedure

16. Decisions made by the Plan Administrator or the IME are not subject to the grievance procedure in the Collective Agreement.
17. In the event a grievance raises, directly or indirectly, the conclusions of the Plan Administrator or the IME, the arbitrator hearing that grievance shall be bound by the conclusions contained in the decision of the Plan Administrator or the report of the IME.

Miscellaneous

18. This Agreement will be implemented on a trial period basis for a duration of two (2) years from the ratification of the Collective Agreement effective April 1, 2016.
19. Within ninety (90) days of the end of the trial period, the Parties will meet to discuss the renewal of this Agreement. If no agreement on renewal is reached at to end of the trial period, either Party may, provide the other with written notice advising of its intent to withdraw from this Agreement no sooner than thirty (30) business days following the date of such notice.
20. This Agreement applies only to STD Disputes and shall have no application to disputes concerning long-term disability benefits. The Plan Administrator has sole jurisdiction in adjudicating long-term disability claims and making the decisions regarding eligibility for long-term disability benefits.
21. In the event of conflict between any provision of this Agreement and the Collective Agreement, this Agreement shall prevail with respect to the subject matter of the conflict.

FOR AIR CANADA



John Beveridge

FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE
WORKERS



Ken Russell

MEMORANDUM OF AGREEMENT NO. 1 - Transfers in Categories 1, 9 & 38

1. Conditions of Employment:

- A) All employees hired or transferring into Categories 1, 19 & 38 must have completed a training program that is approved or acceptable or have documented proof from Transport Canada that they are eligible to obtain a Transport Canada Aircraft Maintenance Engineer (AME) license.
- B) All employees hired or transferring into Categories 1, 19 and 38 are required to acquire and retain a suitably rated AME license in order to be classified as an Aircraft Technician (AT). In addition, employees hired below the level of AT must obtain the suitably rated Transport Canada AME no later than twelve (12) months from the time the employee meets the Transport Canada experience requirements for obtaining the license.
- C) Employees providing proof of having obtained their AME license will be assigned to the first available Endorsement Course consistent with the application of Appendix to Letter of Understanding (LOU) 9, within one (1) year from the date of receipt/confirmation from Technical Training. Aircraft Technicians, who are not assigned within one (1) year from the date of confirmation, will be migrated to the appropriate Aircraft Maintenance Engineer (AME) rate of pay.
- D) Failure to obtain and retain the required ACA/AME license as mentioned in the above may result in termination or reclassification to a non-technical category providing a position is available.
- E) This will confirm that should an employee not be successful in obtaining an AME/ACA, the Company agrees that prior to terminating an employee, should the Company have any vacancies they will meet with the Union in order to determine if there is a possibility to reclassify the employee to a non-technical category.

Should there be no vacancies at the time of the discussions; the parties will meet to discuss the possibility of identifying a category for which the employee may be suited for. Should the parties agree on a category the employee will be placed at the bottom of the appropriate recall list for future employment.

NOTE: Employees hired prior to June 29, 2001 have acquired grandfather rights and therefore are exempt from the licensing requirements.

2. Transfers in Categories 1, 19 & 38

- 1) To be eligible for consideration for transfer from one station to another: Lead Aircraft Maintenance Engineers (Lead AME) or Aircraft Maintenance Engineers (AME) must hold, as a minimum, (1) ACA on an aircraft type maintained at that particular station.

AT's who hold recall rights, transfers for AT's hired prior to June 29, 2001 will be actioned subject to operational requirements.

NOTE: The Company commits that such requests will not be unreasonably withheld.

In the event there are no eligible applicants to the Promotional Bulletin and/or transfers on file, the following shall apply:

In the case of Lead AMEs and AMEs, the junior employee in the appropriate category/classification holding an endorsement on at least one (1) type aircraft applicable to the point, shall be assigned from the following locations:

- A) Stations in the Provinces of British Columbia, Alberta, Saskatchewan and Manitoba – Vancouver, Calgary and Winnipeg.
- B) Stations in the Province of Ontario (except Ottawa) – Toronto.
- C) Stations in the Province of Quebec (as well as Ottawa) – Dorval.
- D) Stations in the Provinces of Prince Edward Island, Nova Scotia, New Brunswick and Newfoundland – Halifax.

NOTE: The Company will make an effort to hire locally prior to assigning an employee to a location.

- 2) At the time a vacancy occurs, to be eligible for consideration for transfer from one work location to another within a station Lead AMEs or AMEs, must:

- A) Where the work location handles one (1) type aircraft, hold an endorsement on that specific type aircraft.
- B) Where the work location handles two (2) types of aircraft, hold endorsements on at least one (1) specific type aircraft.
- C) Where the work location handles more than two (2) types of aircraft, as a minimum, hold endorsements on one (1) of the types involved, the specific type being determined each time a vacancy occurs with a view to maintaining balanced endorsement coverage. As an example, the Line Maintenance Hangar at Dorval handles all types of aircraft in
 - D) the hangar and/or on the ramp. Under these circumstances, licensed staff must be established and maintained on such a basis that the

endorsements held collectively by these employees provide the proper distribution of endorsements on each shift in light of the work requirements generated by each type aircraft. This will have to be reviewed each time a vacancy occurs in order to determine the one (1) specific endorsement needed at that particular time to maintain balanced endorsement coverage. The various factors involved in making this determination are to be discussed with the Union prior to processing the steps necessary to fill the vacancy.

3. Bumping in a Licensed Classification

To be eligible to bump into another station in a licensed classification consistent with his seniority, an employee must:

In the case of Lead AME and AME, hold at least one (1) endorsement applicable to the station to which electing to bump.

4. Retention of Licensed Classification

- A) An employee must be able to meet the basic requirements outlined in Item 1.
- B) An employee, who holds endorsements for only the minimum type aircraft, and fails to pass an ACA Endorsement, will be permitted to retain licensed classification status only if a sufficient number of other endorsed personnel are available to fulfil the Company's operational requirements.
- C) An employee, holding one (1) endorsement that loses one's ACA by virtue of discontinuance of type aircraft, will retain licensed classification status pending assignment to an endorsement course. Retention of such status is dependent upon successful completion of the endorsement course. In the event of a failure, licensed classification status will be retained for a maximum of ninety (90) days following completion of the endorsement course.

MEMORANDUM OF AGREEMENT NO. 3 - Collective Agreement Review Steering Committee

1. A Committee shall be formed to review and consolidate the Collective Agreement, including such ancillary agreements as side letters, MOAs, LOUs, and UMCM minutes. The Committee shall not discuss any substantive changes to the Collective Agreement.
2. The Committee will be composed of:
 - i) a minimum of two Company representatives, one of which will be a Director of Labour Relations or Manager of Labour Relations; and
 - ii) a maximum of four Union representatives, one of which will be the Chair of the Negotiations Committee or an equivalent.
 - iii) The Union and the Company representatives will each designate a co-chair of the Committee.
3. Beginning October 1, 2009, the Committee will meet quarterly for a minimum of one week for the duration of the renewed Collective Agreement to resolve the following issues or complete the following tasks:
 - i) LOU No. 11 (recall and bumping joint restructuring committee, “one category” document);
 - ii) LOU 14 (Quality Assurance);
 - iii) Review of Union “White Book” for the purpose of determining which ancillary agreements should be consolidated with the Collective Agreement;
 - iv) Appendix XXII (Official Languages);
 - v) Any other matter mutually agreed upon.
4. The Committee co-chairs may designate tasks to sub-committees with subject-matter experts, as they jointly deem necessary.

MEMORANDUM OF AGREEMENT NO. 4 - Compressed Work Week

The administrative detail and criteria for implementation of a compressed work week is as follows.

Full introduction of a compressed work week appears to be very limited due to the difficulty in productively utilizing shift overlap.

However, three (3) variations of a compressed work week have been identified for possible partial implementation as follows.

1. 4/4 – for employees covered by Article 10.01.01 A) ten (10) hour and forty (40) minute day (10.66) or eleven (11) hour ten (10) minute day (11.16 hours) for employees covered by Article 10.01.01 B), equivalent to a 6/3 type work schedule.
2. 4/3 – for employees covered by Article 10.01.01 A) nine (9) hour twenty (20) minute day (9.33) or nine (9) hour fifty (50) minute day (9.83 hours), for employees covered by Article 10.01.01 B), equivalent to a 6/3 type work schedule.
3. 4/3 – for employees covered by Article 10.01.01 A) ten (10) hour day or ten (10) hour thirty (30) minute day (10.50 hours), for employees covered by Article 10.01.01 B), equivalent to a 5/2 type work schedule.

NOTE: For employees covered by 10.01.01 B) the above variations include a one half hour unpaid meal period.

The criteria covering possible implementation of such schedules will be as follows.

- (a) No additional manpower which is not offset by an equivalent reduction in costs;
- (b) No increase in costs which is not offset by an equivalent savings in manpower;
- (c) Subject to local agreement (employees, Union and local management);
- (d) Agreement at a subsequent Second Level meeting;
- (e) Approval of Corporate Labour Relations and District Lodge 140;
- (f) Ability to discontinue at the request of either party;
- (g) Prior commitment by the Company and Union to make a joint submission to Labour Canada to request withdrawal of the Permit in the event either party wishes to discontinue a compressed work week;
- (h) Subject to (d), (e) and (g) above, the Company and the Union, to make a joint submission to Labour Canada for the issuance of a Permit at which time the approved schedule may be implemented.

AGREEMENT REFERENCE IF ANY	4/4 WORK SCHEDULE or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 5/2 TYPE SCHEDULE)
10.01.01	<p>- Scheduled hours must be 1,946 for employees covered by Article 10.01.01 A) or 2,037 hours for employees covered by Article 10.01.01 B) per annum.</p> <p>The standard working day for employees covered by Article 10.01.01 A) shall be 10.66 consecutive hours (ten (10) hours forty (40) minutes) or 11.16 consecutive hours [eleven (11) hours ten (10) minutes] for employees covered by Article 10.01.01 B), including a one half hour unpaid meal period. Only time worked in excess of the standard day, except in the case of rotation of shifts, shall be credited as overtime, subject to the provisions of Article 12.</p> <p>NOTE: For the purpose of overtime calculations, the working day shall be the twenty-four (24) hour period following the start of a regularly scheduled shift. Days off, Statutory and other authorized holidays shall be calculated on a similar basis using the starting time of the preceding regularly scheduled shift. It will be noted that the last day of a group of consecutive days off shall terminate at the start of the next regularly scheduled shift.</p>	<p>be 1,946 for employees covered by Article 10.01.01 A) or 2,037 hours for employees covered by Article 10.01.01 B) per annum</p> <p>Nine (9) hours and twenty (20) minutes for employees covered by Article 10.01.01 A) or nine (9) hours fifty (50) minutes for employees covered by Article 10.01.01 B)</p> <p>Same</p>	<p>2,080 for employees covered by Article 10.01.01 A) or 2,210 hours for employees covered by Article 10.01.01 B) per annum</p> <p>Ten (10) hours for employees covered by Article 10.01.01 A) or ten (10) hours thirty (30) minutes for employees covered by Article 10.01.01 B)</p> <p>Same</p>
10.01.05	<p>- The sixteen (16) consecutive hours shall be 21.33 consecutive hours [twenty-one (21) hours twenty (20) minutes].</p> <p>NOTE 1: Due to the length of the day, double shifts will be prohibited.</p> <p>NOTE 2: Under circumstances where employees on 5/2 or 6/3 type work schedules work overtime on a compressed work week schedule, the application of 10.01.05 will be based upon 18.66 consecutive hours (eighteen (18) hours forty (40) minutes).</p>	<p>18.66 consecutive hours (eighteen (18) hours forty (40) minutes)</p> <p>Same</p> <p>17.33 consecutive hours (seventeen (17) hours twenty (20) minutes)</p>	<p>Twenty (20) consecutive hours</p> <p>Same</p> <p>Eighteen (18) consecutive hours</p>
10.01.06	<p>- Although not applicable to employee requests on commencement or termination, the principle of Article 10.01.06 will apply to changes from one cycle to another within a compressed work week schedule (i.e., 4/4; 4/3) and to 5/2 – 6/3 type work schedule employees providing relief. Under these circumstances, time worked will be credited at straight time for the first two (2) days: Time and one-half for third and consecutive days.</p>	<p>Same</p>	<p>Same</p>

AGREEMENT REFERENCE IF ANY	4/4 WORK SCHEDULE or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 5/2 TYPE SCHEDULE)
10.02.01	<p>- <u>Overtime/Undertime</u></p> <p><u>Overtime</u></p> <p>- RDO - time and one-half.</p> <p>- Working day – time and one-half</p> <p>NOTE: Due to the length of the day, double shifts will be prohibited.</p>	Same	Same
10.02.06	- Recall credits will be limited to the minimums outlined.	Same	Same
10.02.09	- Employees are limited to a maximum of a sixteen (16) hour workday	Same	Same
	<p><u>Undertime</u></p> <p>- All undertime to be deducted at the number of hours the employee was scheduled to work for each working day lost in the pay period (e.g., <u>absence, sick, time off for Union business, off-duty status, on strike/lockout</u>) multiplied by the hourly equivalent. Where the total amount to be debited exceeds an employee's bi-weekly pay, the "excess" will be carried forward to the next pay period and debited accordingly.</p> <p>- An employee either going on to or returning from "Leave of Absence Without Pay Account GDIP" will have his bi-weekly pay reduced by the number of scheduled hours not worked within a pay period by the shift duration</p> <p>- <u>Disciplinary Suspensions Without Pay</u> Deducted for each work day lost in the pay period on the basis of the scheduled daily hours multiplied by the hourly equivalent. However, the number of hours involved in such a suspension will be adjusted in an effort to maintain an equitable relationship with suspensions on a 5/2 type work schedule.</p> <p>Example: Hours involved in a three (3) day Suspension Without Pay for an employee working a 5/2 type work schedule is: 3 days @ 8 hours = 24 hours</p> <p>Therefore, the number of hours involved in an equivalent suspension of an employee working a 4/4 compressed work week (equivalent to 6/3) will be accomplished as follows:</p>	Same	Same

AGREEMENT REFERENCE IF ANY	4/4 WORK SCHEDULE or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 5/2 TYPE SCHEDULE)
10.07	<p>The 24 hour suspension without pay will be applied over two (2) working days, i.e., first two (2) days @ ten (10) hours forty (40) minutes per day with the remaining two (2) hours forty (40) minutes being applied on the third working day. Therefore, the employee will be required to work eight (8) hours on that day.</p> <p>Probationers (either term or permanent) excluded from a compressed work week except where an entire classification in a work location is working a compressed work week.</p> <p><u>Training</u></p> <p>No training in conjunction with a shift.</p> <p>Training on a regular day off will not exceed the number of hours normally scheduled on a regular workday</p>	<p>Two (2) days</p> <p>Five (5) hours and twenty (20) minutes</p> <p>Four (4) hours</p> <p>Same</p> <p>Same</p> <p>Same</p>	<p>Two (2) days</p> <p>Four (4) hours</p> <p>Six (6) hours</p> <p>Same</p> <p>Same</p> <p>Same</p>
10.07.01	<p>- Special training taken on RDO's – minimums of four (4) and eight (8) hours will be five (5) hours twenty (20) minutes and ten (10) hours forty (40) minutes respectively.</p> <p>Shift trades – only applicable on an R.D.O. and limited to one shift per day and no more than two (2) of a group of days off.</p>	<p>Four (4) hours forty (40) minutes and nine (9) hours twenty (20) minutes</p> <p>Same</p>	<p>Five (5) hours and ten (10) hours</p> <p>Same</p>
	<p><u>Statutory Holidays</u></p>		
12.01	<p>- Statutory Holiday, Statutory Holidays will not apply.</p>	<p>Same</p>	<p>As per Agreement</p>
12.02	<p>- Not applicable</p>	<p>Not applicable</p>	<p>As per Agreement</p>
13.01	<p><u>Vacations</u></p> <p><u>Entitlements</u></p>		<p>- No re-assignment twelve (12) hour credit</p> <p>- Reassigned, no credit</p> <p>- Reassigned/works reassigned day, credited at time and one-half (1 1/2) for time worked during regularly scheduled hours of shift</p>

AGREEMENT REFERENCE IF ANY	4/4 WORK SCHEDULE or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 WORK SCHEDULE (EQUIVALENT TO 6/3 TYPE SCHEDULE)	4/3 or 4/5/5 WORK SCHEDULE (EQUIVALENT TO 5/2 TYPE SCHEDULE)
13.04	1 week = 4 working days 2 weeks = 8 working days 3 weeks = 12 working days 4 weeks = 16 working days 5 weeks = 19 working days	1 week = 4 working days 2 weeks = 8 working days 3 weeks = 12 working days 4 weeks = 16 working days 5 weeks = 20 working days	Same as 4/3 (6/3 type)
	<u>Split Vacations</u> See Article 13.10 for establishing applicable vacation entitlement under circumstances where <ul style="list-style-type: none"> - Part taken on 5/2 or 6/3 type work schedule and assigned to compressed work week schedule. - Part taken on compressed work week schedule and employee assigned to 5/2 or 6/3 type work schedule. 	Same	Same as 4/3 (6/3 type)
	Where a compressed work week is implemented, employees on a 5/2 or 6/3 type work schedule will be required to provide relief (e.g., vacation, illness, time off for Union business) and vice versa. This will apply to basic and above basic classifications.	Same	Same
	In the event shift overlap is involved a compressed work week can only be implemented where in the opinion of the Company productive use can be made of the shift overlap. The Company may change the shift overlap to any time which will meet operational requirements.	Same	Same

COMPRESSED WORK WEEK**CALCULATION CHART - DISCIPLINARY SUSPENSION DURATION**

	<u>5/2 WORK SCHEDULE</u>		<u>4/4 OR 4/5/5 WORK SCHEDULE (EQUIV. TO 6/3)</u>		<u>4/3 WORK SCHEDULE (EQUIV. TO 6/3)</u>		<u>4/3 WORK SCHEDULE (EQUIV. TO 5/2)</u>		<u>4/4 & 4/5/5 WORK SCHEDULE (EQUIV. TO 5/2)</u>	
SUSPENSION DAYS	HOURS DEDUCTED	TOTAL	HOURS DEDUCTED	TOTAL	HOURS DEDUCTED	TOTAL	HOURS DEDUCTED	TOTAL	HOURS DEDUCTED	TOTAL
ONE	8.00	8.0	10.40	10.4	9.20	9.20	10.00	10.0	11.25	11.25
TWO	8.00	16.0	10.40	21.2	9.20	18.4	10.00	20.0	11.25	22.50
THREE	8.00	24.0	10.40	32.0	9.20	28.0	10.00	30.0	11.25	33.75
FOUR	8.00	32.0	10.40	42.4	9.20	37.2	10.00	40.0	11.25	45.00
FIVE	8.00	40.0	10.40	53.2	9.20	46.4	10.00	50.0	11.25	56.25
SIX	8.00	48.0	10.40	64.0	9.20	56.0	10.00	60.0	11.25	67.50
SEVEN	8.00	56.0	10.40	74.4	9.20	65.2	10.00	70.0	11.25	78.75
EIGHT	8.00	64.0	10.40	85.2	9.20	74.4	10.00	80.0	11.25	90.00
NINE	8.00	72.0	10.40	96.0	9.20	84.0	10.00	90.0	11.25	101.25
TEN	8.00	80.0	10.40	106.4	9.20	93.2	10.00	100.0	11.25	112.50
ELEVEN	8.00	88.0	10.40	117.2	9.20	102.4	10.00	110.0	11.25	123.75
TWELVE	8.00	96.0	10.40	128.0	9.20	112.0	10.00	120.0	11.25	135.00
THIRTEEN	8.00	104.0	10.40	138.4	9.20	121.2	10.00	130.0	11.25	146.25
FOURTEEN	8.00	112.0	10.40	149.2	9.20	130.4	10.00	140.0	11.25	157.50
FIFTEEN	8.00	120.0	10.40	160.0	9.20	140.0	10.00	150.0	11.25	168.75
SIXTEEN	8.00	128.0	10.40	170.4	9.20	149.2	10.00	160.0	11.25	180.00
SEVENTEEN	8.00	136.0	10.40	181.2	9.20	158.4	10.00	170.0	11.25	191.25
EIGHTEEN	8.00	144.0	10.40	192.0	9.20	168.0	10.00	180.0	11.25	202.50
NINETEEN	8.00	152.0	10.40	202.4	9.20	177.2	10.00	190.0	11.25	213.75
TWENTY	8.00	160.0	10.40	213.2	9.20	186.4	10.00	200.0	11.25	225.00

VACATION ENTITLEMENT DETERMINATION – STANDARD WORK WEEK AND COMPRESSED WORK WEEK AND VICE VERSA

The method of determining vacation entitlement under circumstances where an employee:

- (a) Earns a vacation entitlement on a 5/2 or 6/3 type work schedule and transfers to a compressed work week (i.e., 4/4 or 4/3 cycle) and has not taken any vacation entitlement, or vice versa,
- (b) Takes a portion of earned vacation in both the compressed work week and 5/2 or 6/3 type work schedule.

With respect to (a) above, employees on a 5/2 or 6/3 type schedule transferring to a compressed work week (4/4 or 4/3 cycle) or vice versa, will be assigned vacations in accordance with the appropriate Vacation Guide Chart.

With respect to (b) above, an employee's vacation entitlement will be determined as follows:

Example 1

An employee with a four (4) week vacation entitlement takes one (1) week vacation on a 6/3 type work schedule and transfers to a 4/4 cycle.

NOTE: Total working day vacation entitlement = 19 days

- (a) - Convert total vacation entitlement into hours (i.e., 19×8 (scheduled hours) = 152 hours).
- (b) - Convert the number of working days of the initial Vacation Period taken into hours (i.e., $6 \times 8 = 48$ hours).
- (c) - Subtract (b) above from (a) above (i.e., $152 - 48 = 104$ hours remaining).
- (d) - Convert remaining vacation hours into working days (i.e., $104 \div 10.66$ (scheduled hours on 4/4 Cycle) = 9.8* Working Days).

***NOTE:** If .5 or more round up, less than .5 round down.

Example 2

An employee with a four (4) week entitlement takes one (1) week vacation on a 4/4 type work schedule and transfers to a 6/3 type work schedule.

NOTE: Total Working Day Vacation Entitlement = 16 days

- (a) - Convert total Vacation Entitlement into hours (i.e., 16×10.66 (Scheduled Hours) = 170.6 hours).

- (b) - Convert the number of working days of the initial vacation period taken into hours (i.e., $4 \times 10.66 = 42.6$ hours).
- (c) - Subtract (b) above from (a) above (i.e., $170.6 - 42.6 = 128.9$ hours remaining).
- (d) - Convert remaining vacation hours into working day (i.e., $128.9 \div 8$ (scheduled hours on 6/3 Cycle) = 16.0^* working days).

***NOTE:** If .5 or more round up, less than .5 round down.

4/3 (COMPRESSED WORK WEEK) VACATION CHART

	FIVE WEEKS																																		
	FOUR WEEKS																																		
	ONE WEEK							TWO WEEKS							THREE WEEKS																				
CALENDAR DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
4 X 3 WORKING DAYS	1	2	3	4	X	X	X	5	6	7	8	X	X	X	9	10	11	12	X	X	X	13	14	15	16	X	X	X	17	18	19	20	X	X	X

EXAMPLES OF ENTITLEMENTS WHEN VACATIONS ARE SPLIT

<u>1. Two weeks (Split 1-1 weeks)</u>	<u>6. Four Weeks (Split 1-2-1 weeks)</u>	<u>11. Four Weeks (Split 1-1-1-1 weeks)</u>	<u>16. Five Weeks (Split 3-1-1 weeks)</u>
One week – 4 working days Last period – 4 working days TOTAL – 8 working days	One week – 4 working days Two weeks – 8 working days Last period – 4 working days TOTAL – 16 working days	One week – 4 working days One week – 4 working days One week – 4 working days Last period – 4 working days TOTAL – 16 working days	Three weeks – 12 working days One week – 4 working days Last period – 4 working days TOTAL – 20 working days
<u>2. Three weeks (Split 2-1 weeks)</u>	<u>7. Four weeks (Split 2-1-1 weeks)</u>	<u>12. Five weeks (Split 1-2-2 weeks)</u>	<u>17. Five weeks (Split 2-3 weeks)</u>
Two weeks – 8 working days Last period – 4 working days TOTAL – 12 working days	Two weeks – 8 working days One week – 4 working days Last period – 4 working days TOTAL – 16 working days	One week – 4 working days Two weeks – 8 working days Last period – 8 working days TOTAL – 20 working days	Two weeks – 8 working days Last period – 12 working days TOTAL – 20 working days
<u>3. Three weeks (Split 1-2 weeks)</u>	<u>8. Four weeks (Split 2-2 weeks)</u>	<u>13. Five weeks (Split 2-1-2 weeks)</u>	<u>18. Five weeks (Split 3-2 weeks)</u>
One week – 4 working days Last period – 8 working days TOTAL – 12 working days	Two weeks – 8 working days Last period – 8 working days TOTAL – 16 working days	Two weeks – 8 working days One week – 4 working days Last period – 8 working days TOTAL – 20 working days	Three weeks – 12 working days Last period – 8 working days TOTAL – 20 working days
<u>4. Three weeks (Split 1-1-1 weeks)</u>	<u>9. Four weeks (Split 1-3 weeks)</u>	<u>14. Five weeks (Split 2-2-1 week)</u>	<u>19. Five weeks (Split 1-4 weeks)</u>
One week – 4 working days One week – 4 working days Last period – 4 working days TOTAL – 12 working days	One week – 4 working days Last period – 12 working days TOTAL – 16 working days	Two weeks – 8 working days Two weeks – 8 working days Last period – 4 working days TOTAL – 20 working days	One week – 4 working days Last period – 16 working days TOTAL – 20 working days
<u>5. Four weeks (Split 1-1-2 weeks)</u>	<u>10. Four weeks (Split 3-1 weeks)</u>	<u>15. Five weeks (Split 1-1-3 week)</u>	<u>20. Five weeks (Split 4-1 weeks)</u>
One week – 4 working days One week – 4 working days Last period – 8 working days TOTAL – 16 working days	Three weeks – 12 working days Last period – 4 working days TOTAL – 16 working days	One week – 4 working days One week – 4 working days Last period – 12 working days TOTAL – 20 working days	Four weeks – 16 working days Last period – 4 working days TOTAL – 20 working days

4/3 (COMPRESSED WORK WEEK) VACATION CHART**21. Five weeks (Split 2-1-1-1 weeks)**

Two weeks – 8 working days
One week – 4 working days
One week – 4 working days
Last period – 4 working days
TOTAL – 20 working days

22. Five weeks (Split 1-2-1-1 weeks)

One week – 4 working days
Two weeks – 8 working days
One week – 4 working days
Last period – 4 working days
TOTAL – 20 working days

23. Five weeks (Split 1-1-2-1 weeks)

One week – 4 working days
One week – 4 working days
Two weeks – 8 working days
Last period – 4 working days
TOTAL – 20 working days

24. Five weeks (Split 1-1-1-2 weeks)

One week – 4 working days
One week – 4 working days
One week – 4 working days
Last period – 8 working days
TOTAL – 20 working days

25. Five weeks (Split 1-1-1-1-1 weeks)

One week – 4 working days
One week – 4 working days
One week – 4 working days
One week – 4 working days
Last period – 4 working days
TOTAL – 20 working days

4/4 (COMPRESSED WORK WEEK) VACATION CHART

	FIVE WEEKS																																		
	FOUR WEEKS																																		
	THREE WEEKS																																		
	ONE WEEK							TWO WEEKS																											
CALENDAR DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
4 X 4 WORKING DAYS	1	2	3	4	X	X	X	X	5	6	7	8	X	X	X	X	9	10	11	12	X	X	X	X	13	14	15	16	X	X	X	X	17	18	19

EXAMPLES OF ENTITLEMENTS WHEN VACATIONS ARE SPLIT

1. Two weeks (Split 1-1 week)	6. Four weeks (Split 1-2-1 weeks)	11. Four weeks (Split 1-1-1-1 weeks)	16. Five weeks (Split 3-1-1 weeks)
One week – 4 working days Last period – 4 working days TOTAL - 8 working days	One week – 4 working days Two weeks – 8 working days Last period – 4 working days TOTAL - 16 working days	One week – 4 working days One week – 4 working days One week – 4 working days Last period – 4 working days TOTAL - 16 working days	Three weeks – 12 working days One week – 4 working days Last period – 3 working days TOTAL - 19 working days
2. Three weeks (Split 2-1 weeks)	7. Four weeks (Split 2-1-1 weeks)	12. Five weeks (Split 1-2-2 weeks)	17. Five weeks (Split 2-3 weeks)
Two weeks – 8 working days Last period – 4 working days TOTAL - 12 working days	Two weeks – 8 working days One week – 4 working days Last period – 4 working days TOTAL - 16 working days	One week – 4 working days Two weeks – 8 working days Last period – 7 working days TOTAL - 19 working days	Two weeks – 8 working days Last period – 11 working days TOTAL - 19 working days
3. Three weeks (Split 1-2 weeks)	8. Four weeks (Split 2-2 weeks)	13. Five weeks (Split 2-1-2 weeks)	18. Five weeks (Split 3-2 weeks)
One week – 4 working days Last period – 8 working days TOTAL - 12 working days	Two weeks – 8 working days Last period – 8 working days TOTAL - 16 working days	Two weeks – 8 working days One week – 4 working days Last period – 7 working days TOTAL - 19 working days	Three weeks – 12 working days Last period – 7 working days TOTAL - 19 working days
4. Three weeks (Split 1-1-1 weeks)	9. Four weeks (Split 1-3 weeks)	14. Five weeks (Split 2-2-1 weeks)	19. Five weeks (Split 1-4 weeks)
One week – 4 working days One week – 4 working days Last period – 4 working days TOTAL - 12 working days	One week – 4 working days Last period – 12 working days TOTAL - 16 working days	Two weeks – 8 working days Two weeks – 8 working days Last period – 3 working days TOTAL - 19 working days	One week – 4 working days Last period – 15 working days TOTAL - 19 working days
5. Four weeks (Split 1-1-2 weeks)	10. Four weeks (Split 3-1 weeks)	15. Five weeks (Split 1-1-3 weeks)	20. Five weeks (Split 4-1 weeks)
One week – 4 working days One week – 4 working days Last period – 8 working days TOTAL - 16 working days	Three weeks – 12 working days Last period – 4 working days TOTAL - 16 working days	One week – 4 working days One week – 4 working days Last period – 11 working days TOTAL - 19 working days	Four weeks – 16 working days Last period – 3 working days TOTAL - 19 working days

4/4 (COMPRESSED WORK WEEK) VACATION CHART21. Five weeks (Split 2-1-1-1 weeks)

Two weeks – 8 working days
 One week – 4 working days
 One week – 4 working days
 Last period – 3 working days
 TOTAL - 19 working days

22. Five weeks (Split 1-2-1-1 weeks)

One week – 4 working days
 Two weeks – 8 working days
 One week – 4 working days
 Last period – 3 working days
 TOTAL - 19 working days

23. Five weeks (Split 1-1-2-1 weeks)

One week – 4 working days
 One week – 4 working days
 Two weeks – 8 working days
 Last period – 3 working days
 TOTAL 19 working days

24. Five weeks (Split 1-1-1-2 weeks)

One week – 4 working days
 One week – 4 working days
 One week – 3 working days
 Last period – 8 working days
 TOTAL 19 working days

25. Five weeks (Split 1-1-1-1-1 weeks)

One week – 4 working days
 One week – 4 working days
 One week – 4 working days
 One week – 4 working days
 Last period – 3 working days
 TOTAL 19 working days

[illegible]

EXAMPLES OF ENTITLEMENTS WHEN VACATIONS ARE SPLIT

<p>1. Two weeks (Split 1-1 week)</p> <p>4x4x5 & 4x5x5 One week – 4 working days Last period – 4 working days TOTAL - 8 working days</p> <p>5x5x4 One week – 5 working days Last period – 3 working days TOTAL - 8 working days</p>	<p>7. Four weeks (Split 2-1-1 weeks)</p> <p>4x4x5 Two weeks – 8 working days One week – 5 working days Last period – 3 working days TOTAL - 16 working days</p> <p>4x5x5 Two weeks – 9 working days One week – 5 working days Last period – 2 working days TOTAL - 16 working days</p> <p>5x5x4 Two weeks – 10 working days One week – 4 working days Last period – 2 working days TOTAL - 16 working days</p>	<p>13. Five weeks (Split 2-1-2 weeks)</p> <p>4x4x5 Two weeks – 8 working days One week – 5 working days Last period – 6 working days TOTAL - 19 working days</p> <p>4x5x5 Two weeks – 9 working days One week – 5 working days Last period – 5 working days TOTAL - 19 working days</p> <p>5x5x4 Two weeks – 10 working days One week – 4 working days Last period – 5 working days TOTAL - 19 working days</p>	<p>19. Five weeks (Split 1-4 weeks)</p> <p>4x4x5 or 4x5x5 One week – 4 working days Last period – 15 working days TOTAL - 19 working days</p> <p>5x5x4 One week – 5 working days Last period – 14 working days TOTAL - 19 working days</p>
<p>2. Three weeks (Split 2-1 weeks)</p> <p>4x4x5 Two weeks – 8 working days Last period – 4 working days TOTAL - 12 working days</p> <p>4x5x5 Two weeks – 9 working days Last period – 3 working days TOTAL - 12 working days</p> <p>5x5x4 Two weeks – 10 working days Last period – 2 working days TOTAL - 12 working days</p>	<p>8. Four weeks (Split 2-2 weeks)</p> <p>4x4x5 Two weeks – 8 working days Last period – 8 working days TOTAL - 16 working days</p> <p>4x5x5 Two weeks – 9 working days Last period – 7 working days TOTAL - 16 working days</p> <p>5x5x4 Two weeks – 10 working days Last period – 6 working days TOTAL - 16 working days</p> <p>Two weeks – 9 working days One week – 4 working days Last period – 1 working days TOTAL - 19 working days</p>	<p>14. Five weeks (Split 2-2-1 weeks)</p> <p>4x4x5 Two weeks – 8 working days OR – 8 working days Two weeks – 9 working days 10 working days Last period – 2 working days 1 working day TOTAL -19 working days - 19 working days</p> <p>4x5x5 Two weeks – 9 working days OR - 9 working days Two weeks – 9 working days -10 working days Last period – 1 working day - 0 working days TOTAL - 19 working days - 19 working days</p> <p>5x5x4 Two weeks – 10 working days OR-10 working days Two weeks – 9 working days - 8 working days Last period – 0 working days - 1 working day TOTAL - 19 working days - 19 working days</p>	<p>20. Five weeks (Split 4-1 weeks)</p> <p>4x4x5 or 4x5x5 or 5x5x4 Four weeks – 18 working days Last period – 1 working day TOTAL - 19 working days</p> <p>5x5x4 Four weeks – 19 working days Last period – 0 working days TOTAL - 19 working days</p>

4/5/5 (COMPRESSED WORK WEEK) VACATION CHART

3. Three weeks (Split 1-2 weeks)	9. Four weeks (Split 1-3 weeks)	15. Five weeks (Split 1-1-3 weeks)	21. Five weeks (Split 2-1-1-1 weeks)
4x4x5 One week – 4 working days Last period – 8 working days TOTAL - 12 working days 4x5x5 One weeks – 4 working days Last period – 8 working days TOTAL - 12 working days 5x5x4 One week – 5 working days Last period – 7 working days TOTAL - 12 working days	4x4x5 One week – 4 working days Last period – 12 working days TOTAL - 16 working days 4x5x5 One week – 4 working days Last period – 12 working days TOTAL - 16 working days 5x5x4 One week – 5 working days Last period – 11 working days TOTAL - 16 working days	4x4x5 One week – 4 working days One week – 4 working days Last period – 11 working days TOTAL - 19 working days 4x5x5 One week – 4 working days One week – 5 working days Last period – 10 working days TOTAL - 19 working days 5x5x4 One week – 5 working days One week – 5 working days Last period – 9 working days TOTAL - 19 working days	4x4x5 Two weeks – 8 working days One week – 5 working days One week – 4 working days Last period – 2 working days TOTAL - 19 working days 4x5x5 Two weeks – 9 working days One week – 5 working days One week – 4 working days Last period – 1 working day TOTAL - 19 working days 5x5x4 Two weeks – 10 working days One week – 4 working days One week – 4 working days Last period – 1 working day TOTAL - 19 working days
4. Three weeks (Split 1-1-1 weeks)	10. Four weeks (Split 3-1 weeks)	16. Five weeks (Split 3-1-1 weeks)	22. Five weeks (Split 1-2-1-1 weeks)
4x4x5 One week – 4 working days One week – 4 working days Last period – 4 working days TOTAL - 12 working days 4x5x5 One week – 4 working days One week – 5 working days Last period – 3 working days TOTAL - 12 working days 5x5x4 One week – 5 working days One week – 5 working days Last period – 2 working days TOTAL - 12 working days	4x4x5 Three weeks – 13 working days Last period – 3 working days TOTAL - 16 working days 4x5x5 Three weeks – 14 working days Last period – 2 working days TOTAL - 16 working days 5x5x4 Three weeks – 14 working days Last period – 2 working days TOTAL - 16 working days	4x4x5 Three weeks – 13 working days One week – 4 working days Last period – 2 working days TOTAL - 19 working days 4x4x5 Three weeks – 13 working days One week – 5 working days Last period – 1 working day TOTAL - 19 working days 4x5x5 or 5x5x4 Three weeks – 14 working days One week – 4 working days Last period – 1 working day TOTAL - 19 working days 4x5x5 or 5x5x4 Three weeks – 14 working days One week – 5 working days Last period – 0 working days TOTAL - 19 working days	4x4x5 One week – 4 working days OR – 4 working days Two weeks – 9 working days – 9 working days One week – 4 working days – 5 working days Last period – 2 working days – 1 working day TOTAL - 19 working days - 19 working days 4x5x5 One week – 4 working days OR – 4 working days Two weeks – 10 working days – 10 working days One week – 4 working days – 5 working days Last period – 1 working day – 0 working days TOTAL - 19 working days - 19 working days 5x5x4 One week – 5 working days OR – 5 working days Two weeks – 9 working days – 9 working days One week – 5 working days – 4 working days Last period – 0 working days – 1 working day TOTAL - 19 working days

4/5/5 (COMPRESSED WORK WEEK) VACATION CHART

5. Four weeks (Split 1-1-2 weeks)	11. Four weeks (Split 1-1-1-1 weeks)	17. Five weeks (Split 2-3 weeks)	23. Five weeks (Split 1-1-2-1 weeks)
<p>4x4x5 One week – 4 working days One week – 4 working days Last period – 8 working days TOTAL - 16 working days</p> <p>4x5x5 One week – 4 working days One week – 5 working days Last period – 7 working days TOTAL - 16 working days</p> <p>5x5x4 One week – 5 working days One week – 5 working days Last period – 6 working days TOTAL - 16 working days</p>	<p>4x4x5 One week – 4 working days One week – 4 working days One week – 5 working days Last period – 3 working days TOTAL - 16 working days</p> <p>4x5x5 One week – 4 working days One week – 5 working days One week – 5 working days Last period – 2 working days TOTAL - 16 working days</p> <p>5x5x4 One week – 5 working days One week – 5 working days One week – 4 working days Last period – 2 working days TOTAL - 16 working days</p>	<p>4x4x5 Two weeks – 8 working days Last period – 11 working days TOTAL - 19 working days</p> <p>4x5x5 Two weeks – 9 working days Last period – 10 working days TOTAL - 19 working days</p> <p>5x5x4 Two weeks – 10 working days Last period – 9 working days TOTAL - 19 working days</p>	<p>4x4x5 One week – 4 working days OR – 4 working days One week – 4 working days – 4 working days Two weeks – 10 working days – 9 working days Last period – 1 working day – 2 working days TOTAL -19 working days 19 working days</p> <p>OR</p> <p>4x4x5 One week – 4 working days One week – 4 working days Two weeks – 8 working days Last period – 3 working days TOTAL 19 working days</p> <p>4x5x5 One week – 4 working days OR – 4 working days One week – 5 working days – 5 working days Two weeks – 8 working days – 9 working days Last period – 2 working days – 1 working day TOTAL - 19 working days -19 working days</p> <p>OR</p> <p>4x5x5 One week – 4 working days One week – 5 working days Two weeks – 10 working days Last period – 0 working days TOTAL - 19 working days</p> <p>5x5x4 One week – 5 working days OR – 5 working days One week – 5 working days – 5 working days Two weeks – 9 working days – 8 working days Last period – 0 working days – 1 working day TOTAL - 19 working days - 19 working days</p>
6. Four weeks (Split 1-2-1 weeks)	12. Five weeks (Split 1-2-2 weeks)	18. Five weeks (Split 3-2 weeks)	24. Five weeks (Split 1-1-1-2 weeks)
<p>4x4x5 One week – 4 working days Two weeks – 9 working days Last period – 3 working days TOTAL - 16 working days</p> <p>4x5x5 One week – 4 working days Two weeks – 10 working days Last period – 2 working days TOTAL - 16 working days</p> <p>5x5x4 One week – 5 working days Two weeks – 9 working days Last period – 2 working days TOTAL - 16 working days</p>	<p>4x4x5 One week – 4 working days Two weeks – 9 working days Last period – 6 working days TOTAL - 19 working days</p> <p>4x5x5 One week – 4 working days Two weeks – 10 working days Last period – 5 working days TOTAL - 19 working days</p> <p>5x5x4 One week – 5 working days Two weeks – 9 working days Last period – 5 working days TOTAL - 19 working days</p>	<p>4x4x5 Three weeks – 13 working days Last period – 6 working days TOTAL - 19 working days</p> <p>4x5x5 or 5x5x4 Three weeks – 14 working days Last period – 5 working days TOTAL - 19 working days</p>	<p>4x4x5 One week – 4 working days One week – 4 working days One week – 5 working days Last period – 6 working days TOTAL 19 working days</p> <p>4x5x5 One week – 4 working days One week – 5 working days One week – 5 working days Last period – 5 working days TOTAL 19 working days</p> <p>5x5x4 One week – 5 working days One week – 5 working days One week – 4 working days Last period – 5 working days TOTAL 19 working days</p>

MEMORANDUM OF AGREEMENT NO. 5 - 6/3 TYPE WORK SCHEDULE

A 6/3 type work schedule, which includes additional days off in lieu of Statutory Holidays is a work schedule which can be implemented in accordance with Article 10.01.02 at locations for employees providing seven (7) days per week coverage at the request of the Union. Where a work schedule of six (6) days worked and three (3) days off is too stringent to meet the coverage required, equivalent variations thereof (e.g., 4/2, 5/3, 5/2, etc.) are acceptable to the Union.

A 6/3 type schedule will be implemented upon request and as soon as additional personnel can be hired and trained.

Once a 6/3 type work schedule has been implemented, it will remain in effect for a minimum of one (1) year in order to avoid fluctuations in employment, high cost of recruiting and training staff and to provide consistent working conditions for a reasonable period of time. Within the Airport & Cargo Operations Business Unit, such changes may only be made in conjunction with the introduction of a flight schedule.

1. Determination of an Appropriate Employee Group

It is not the intent that the implementation of a 6/3 type work schedule be contingent upon it applying to all employees at a location. In the interest of an efficient utilization of manpower, it is essential that the Company retain the responsibility for the establishment of an appropriate employee group when implementing work schedules. In making such a determination, it is then incumbent on both parties to jointly review all aspects of the situation to arrive at the most acceptable work schedule which will meet the required distribution of staff and cover the work requirements. Although a 6/3 type work schedule may be implemented for the majority of employees at a location, some employees may be required to work a fixed 5/2 work schedule in order to specialize in a particular work function, provide additional coverage on a shift, meet an uneven weekly work requirement, etc.

2. Assignments between 5/2 and 6/3 Type Work Schedules

(a) Short Term

Where Statutory Holidays fall during a short term assignment (e.g., less than thirty (30) days) and an employee is assigned from a standard 5/2 shift or equivalent to a shift having built-in Statutory Holidays (e.g., 6/3 type, etc.), the individual covered by Article 10.01.01 A) will be credited with seven and one half (7.5) hours or for the individual covered by Article 10.01.01 B) eight (8) hours special compensation unless scheduled to receive at least one (1) additional regular day off as a result of such assignment. Where Statutory Holidays fall during a short term assignment (e.g., less than thirty (30) days) and an employee is assigned from a shift having built-in Statutory Holidays (e.g., 6/3 type) to a standard 5/2 shift or equivalent, the provisions of the

Agreement relative to Statutory Holidays will not apply. However, if all employees in a work location in which such an individual is employed are allowed a Statutory Holiday off, the individual will receive the day off and the time record will not be debited.

(b) **Permanent Assignment**

Employees permanently transferring between work schedules will have their Statutory Holidays credited in accordance with the schedule to which they are transferring effective the date of the transfer to the new schedule.

3. **Statutory Holiday Overtime Credits**

Since employees working a 6/3 shift schedule are granted additional days off in lieu of Statutory Holidays identified in Article 12.01, any employee required to work overtime beyond the regularly scheduled hours of the shift on such a day will be credited on a time and one-half basis.

4. **Vacation Entitlements 6/3 Type Work Schedules**

Vacation entitlements for employees on a 6/3 shift cycle who commence vacation after a regular day off will be in accordance with the following chart.

	FIVE WEEKS																																		
	FOUR WEEKS																																		
	ONE WEEK							TWO WEEKS							THREE WEEKS																				
CALENDAR DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
6 X 3 WORKING DAYS	1	2	3	4	5	6	X	X	X	7	8	9	10	11	12	X	X	X	13	14	15	16	17	18	X	X	X	19	20	21	22	23	24	X	X

EXAMPLES OF ENTITLEMENTS WHEN VACATIONS ARE SPLIT

1. Two weeks (Split 1-1 week)

One week – 6 working days
Last period – 5 working days
TOTAL - 11 working days

5. Four weeks (Split 1-1-2 weeks)

One week – 6 working days
One week – 6 working days
Last period – 7 working days
TOTAL - 19 working days

9. Four weeks (Split 1-3 weeks)

One week – 6 working days
Last period – 13 working days
TOTAL - 19 working days

13. Five weeks (Split 2-1-2 weeks)
Five Weeks (Split 3-1-1 weeks)

Two weeks – 12 working days
One week – 6 working days
Last period – 6 working days
TOTAL - 24 working days

2. Three weeks (Split 2-1 weeks)

Two weeks – 12 working days
Last period – 3 working days
TOTAL - 15 working days

6. Four weeks (Split 1-2-1 weeks)

One week – 6 working days
Two weeks – 12 working days
Last period – 1 working day
TOTAL - 19 working days

10. Four weeks (Split 3-1 weeks)

Three weeks – 15 working days
Last period – 4 working days
TOTAL - 19 working days

14. Five weeks (Split 2-2-1 weeks)

Two weeks – 12 working days
Two weeks – 11 working days
Last period – 1 working day
TOTAL - 24 working days

3. Three weeks (Split 1-2 weeks)

One week – 6 working days
Last period – 9 working days
TOTAL - 15 working days

7. Four weeks (Split 2-1-1 weeks)

Two weeks – 12 working days
One week – 6 working days
Last period – 1 working day
TOTAL - 19 working days

11. Four weeks (Split 1-1-1-1 weeks)

One week – 6 working days
One week – 6 working days
One week – 6 working days
Last period – 1 working day
TOTAL - 19 working days

15. Five weeks (Split 1-1-3 weeks)

One week – 6 working days
One week – 6 working days
Last period – 12 working days
TOTAL - 24 working days

4. Three weeks (Split 1-1-1 weeks)

One week – 6 working days
One week – 6 working days
Last period – 3 working days
TOTAL - 15 working days

8. Four weeks (Split 2-2 weeks)

Two weeks – 12 working days
Last period – 7 working days
TOTAL - 19 working days

12. Five weeks (Split 1-3-1 weeks)
Five weeks (Split 1-2-2 weeks)

One week – 6 working days
Two weeks – 12 working days
Last period – 6 working days
TOTAL - 24 working days

16. Five weeks (Split 2-3 weeks)
Five weeks (Split 3-2 weeks)

Two weeks – 12 working days
Last period – 12 working days
TOTAL - 24 working days

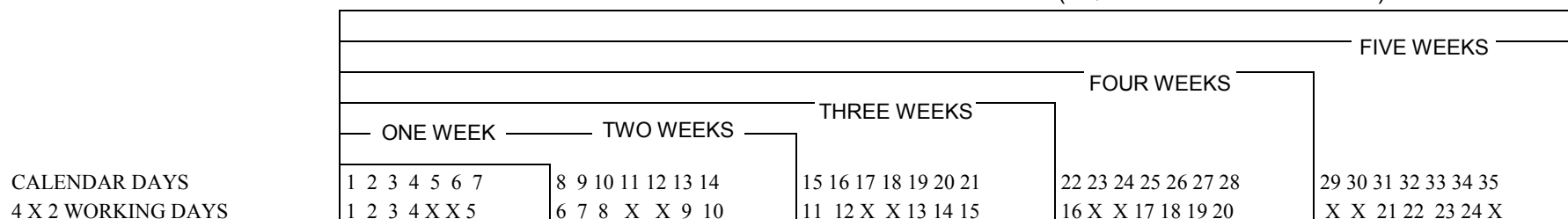
NOTE: The 6th week of vacation is only available through the Vacation Purchase Program (VPP).

VACATION ENTITLEMENT – FOR 6/3 CYCLE COMMENCING AFTER AN RDO17. Five weeks (Split 1-4 weeks)

One week – 6 working days
Last period – 18 working days
TOTAL - 24 working days

18. Five weeks (Split 4-1 weeks)

Four weeks – 18 working days
Last period – 6 working days
TOTAL - 24 working days



1. Two weeks (Split 1-1 week)

One week - 4 working days
Last period- 6 working days
TOTAL - 10 working days

6. Three weeks (Split 1-1-1 weeks)

One week	8 working days
One week	4 working days
Last period	3 working days
TOTAL	15 working days

11. Four weeks (Split 2-2 weeks)

Two weeks - 12 working days
Last period - 8 working days
TOTAL - 20 working days

16. Four weeks (Split 1-1-2-1 weeks)

One week- 4 working days
One week- 4 working days
Two weeks- 8 working days
Last period- 4 working days
TOTAL - 20 working days

2. Three weeks (Split 2-1 weeks)

Two weeks- 11 working days
Last period- 4 working days
TOTAL- 15 working days

7. Four weeks (Split 1-1-2 weeks)

One week - 4 working days
One week- 4 working days
Last period - 12 working days
TOTAL - 20 working days

12. Four weeks (Split 1-3 weeks)

One week - 4 working days
Last period - 16 working days
TOTAL - 20 working days

17. Four weeks (Split 1-1-1-2 weeks)

One week – 4 working days
One week – 4 working days
One week – 4 working days
Last period – 8 working days
TOTAL – 20 working days

3. Three weeks (Split 1-2 weeks)

One week - 4 working days
Last period - 11 working days
TOTAL - 15 working days

8. Four weeks (Split 1-2-1 weeks)

One week - 4 working days
Two weeks- 12 working days
Last period - 4 working days
TOTAL - 20 working days

13. Four weeks (Split 3-1 weeks)

Three weeks - 16 working days
Last period - 4 working days
TOTAL - 20 working days

18. Four weeks (Split 1-1-1-1-1 weeks)

One week – 4 working days
One week – 4 working days
One week – 4 working days
One week – 4 working days
Last period- 4 working days
TOTAL - 20 working days

4. Three weeks (Split 1-1-1 weeks)

One week - 4 working days
One week - 4 working days
Last period - 7 working days
TOTAL - 15 working days

9. Four weeks (Split 2-1-1 weeks)

Two weeks - 12 working days
One week - 4 working days
Last period - 4 working days
TOTAL - 20 working days

14. Four weeks (Split 2-1-1-1 weeks)

Two weeks - 8 working days
One week - 4 working days
One week - 4 working days
Last period - 4 working days
TOTAL - 20 working days

19. Five weeks (Split 1-2-2 weeks)

One week - 4 working days
Two weeks - 12 working days
Last period 8 working days
TOTAL 24 working days

5. Three weeks (Split 1-1-1 weeks)

One week - 4 working days
One week - 8 working days
Last period - 3 working days
TOTAL - 15 working days

10. Four weeks (Split 2-1-1 weeks)

Two weeks 8 working days
One week 8 working days
Last period 4 working days
TOTAL - 20 working days

15. Four weeks (Split 1-2-1-1 weeks)

One week - 4 working days
Two weeks 8 working days
One week - 4 working days
Last period 4 working days
TOTAL - 20 working days

20. Five weeks (Split 1-3-1 weeks)

One week - 4 working days
Three weeks – 16 working days
Last period 4 working days
TOTAL - 24 working days

VACATION ENTITLEMENT – FOR 4/2 CYCLE COMMENCING AFTER AN RDO (EQUIVALENT TO 6/3 CYCLE)

21. Five weeks (Split 2-1-2 weeks)	26. Five weeks (Split 2-3 weeks)	31. Five weeks (Split 2-1-2-1 weeks)	36. Five weeks (Split 2-1-1-1-1 weeks)
Two weeks - 12 working days One week - 4 working days Last period - 8 working days TOTAL - 24 working days	Two weeks - 8 working days Last period - 16 working days TOTAL - 24 working days	Two weeks - 8 working days One week - 4 working days Two weeks - 8 working days Last period - 4 working days TOTAL - 24 working days	Two weeks - 8 working days One week - 4 working days One week - 4 working days One week - 4 working days Last period - 4 working days TOTAL - 24 working days
22. Five weeks (Split 3-1-1 weeks)	27. Five weeks (Split 3-2 weeks)	32. Five weeks (Split 2-1-1-2 weeks)	37. Five weeks (Split 1-2-1-1-1 weeks)
Three weeks - 16 working days One week - 4 working days Last period - 4 working days TOTAL - 24 working days	Three weeks - 16 working days Last period - 8 working days TOTAL - 24 working days	Two weeks - 8 working days One week - 4 working days One week - 4 working days Last period - 8 working days TOTAL - 24 hours	One week - 4 working days Two weeks - 8 working days One week - 4 working days One week - 4 working days Last period 4 working days TOTAL - 24 working days
23. Five weeks (Split 2-2-1 weeks)	28. Five weeks (Split 1-4 weeks)	33. Five weeks (Split 1-2-1-2 weeks)	38. Five weeks (Split 1-1-2-1-1 weeks)
Two weeks - 12 working days Two weeks - 8 working days Last period - 4 working days TOTAL - 24 working days	One week - 4 working days Last period - 20 working days TOTAL - 24 working days	One week - 4 working days Two weeks - 8 working days One week - 4 working days Last period - 8 working days TOTAL - 24 hours	One week - 4 working days One week - 4 working days Two weeks - 8 working days One week - 4 working days Last period - 4 working days
24. Five weeks (Split 2-2-1 weeks)	29. Five weeks (Split 4-1 weeks)	34. Five weeks (Split 1-2-2-1 weeks)	39. Five weeks (Split 1-1-1-2-1 weeks)
Two weeks - 8 working days Two weeks - 8 working days Last period - 8 working days TOTAL - 24 working days	Four weeks - 20 working days Last period - 4 working days TOTAL - 24 working days	One week - 4 working days Two weeks - 8 working days Two weeks - 8 working days Last period - 4 working days TOTAL - 24 working days	One week - 4 working days One week - 4 working days One week - 4 working days Two weeks - 8 working days Last period - 4 working days TOTAL - 24 working days
25. Five weeks (Split 1-1-3 weeks)	30. Five weeks (Split 2-2-1-1- weeks)	35. Five weeks (Split 1-1-2-2 weeks)	40. Five weeks (Split 1-1-1-1-2 weeks)
One week - 4 working days One week - 4 working days Last period 16 working days TOTAL - 24 working days	Two weeks - 8 working days Two weeks - 8 working days One week - 4 working days Last period - 4 working days TOTAL - 24 working days	One week - 4 working days One week - 4 working days Two weeks - 8 working days Last period - 8 working days TOTAL - 24 working days	One week - 4 working days One week - 4 working days One week - 4 working days One week - 4 working days Last period - 8 working days TOTAL - 24 working days

VACATION ENTITLEMENT – FOR 4/2 CYCLE COMMENCING AFTER AN RDO (EQUIVALENT TO 6/3 CYCLE)

41. Five weeks (Split 1-1-1-1-1 wks)

One week –4 working days
One week –4 working days
One week –4 working days
One week –4 working days
One week –4 working days
Last period 4 working days
TOTAL – 24 working days

**MEMORANDUM OF AGREEMENT NO. 6 -
Mitigation of Staff Reductions**

During the 1999 contract negotiations, it was agreed that should a staff reduction become necessary during the life of this Agreement, the Company agrees to make the Deferred Payment Leave Plan (e.g., 80/20, 90/10 or other mutually satisfactory application) and Long-Term Leave of Absence Program in effect from previous staff reductions available to mitigate the lay-off.

The Company also agrees to meet with the Union for the purpose of discussing voluntary severance options, or other means mutually agreeable to the parties in an effort to further mitigate the lay-off.

MEMORANDUM OF AGREEMENT NO. 7 - HOURS OF WORK –AIRPORT CARGO TRAINERS

The parties recognize the unique environment and business requirements of Airports / Cargo Trainers, including off site work and the regular requirement for business travel.

The standard working week for the Airport / Cargo Trainer classifications shall be forty (40) hours and the standard working day shall be eight (8) consecutive hours. Time worked as a result of instructing activities, including travel, in excess of the standard day shall be credited as overtime, subject to the provisions of this Memorandum. There will not be any overtime credits, unless pre authorized by the Company, allowed for work activities conducted outside of the office/classroom.

For the purpose of overtime calculations, the working day shall be eight (8) hours. Days off, statutory and other authorized holidays shall be calculated on a similar basis. Time allowed as annual vacation shall be considered as time worked.

All travel overtime shall be credited into a Special Time Bank as follows:

1. The Special Time Bank shall be limited to plus one hundred and twenty (+120) and minus forty (-40) hours.
2. The parties recognize that it is expected that all overtime credits will be taken as time off, therefore every effort will be made to avoid the payment of overtime.
3. The use of the Special Time Bank hours shall be mutually agreed to between the Company and the employee, subject to the requirements of the Company.
4. All time credits in excess of the one hundred and twenty (120) hours will be paid in accordance with Article 10.02.03.

Airport / Cargo Trainers

NOTE: Employees in the Airport / Cargo Trainer Classifications will be assigned to the area where the vacancy exists on the posted Vacancy Notice. In the event of a staff reduction, the provisions of Article 16.14.01 shall apply.

**MEMORANDUM OF AGREEMENT NO. 8 -
 Preferential Bidding Process for Part-Time Station Attendants and
 Part-Time Cabin Service Cleaning Attendants**

The Company and the Union agree to type trial the utilization of a fully automated computerized preferential bidding system. The system will be able to automatically generate work schedules in accordance with seniority, pre-planned absences, training and bid requests. At stations where the Company elects to implement a preferential bid process the following will apply:

- 1 The Union and the Company agree to a preferential bidding system for part-time employees so that each employee is awarded their choice of shifts, days off or other duties specified by the Company in accordance with their seniority as detailed in these scheduling rules.
- 2 Work available for a preferential bid will consist of, but not limited to, vacation, statutory holidays, banked time, training requirements, leaves of absence, additional staff requirements, and core blocks of work.
- 3 Duties and work schedules bid by seniority preference will be posted for bidding purposes. The bid start and end dates for each location will be established by the Company and communicated to the Union and the employees in advance. A posting period of no less than five (5) days shall be considered both the posting and bidding period with PBS.
- 4 PBS will only be made available through personal web access and Company computer terminals located in each location on or before the date the bidding process commences.
- 5 An employee's failure to submit a bid within the established deadline will result in being assigned a schedule in the award as per their PBS default bid. If no default bid exists, a work schedule will be auto-assigned in the employee's actual seniority order.
- 6 The days that a part-time employee is on vacation, time bank day, training or on leave of absence for part of the bid period will be placed on the employee's schedule prior to bidding any work. Such days are not available for any assignment.

NOTE: Vacation periods within a bid period cannot be altered. Vacation periods that come available must be requested in advance of the upcoming bid period.

- 7 Part-time employees shall select shifts up to thirty-two (32) hours per week.

No part-time employee shall schedule themselves more than five (5) days within a seven (7) day period.

- 9 At the end of the bidding process work assignments not selected shall be assigned in reverse of order of seniority to eligible employees in accordance with all scheduling rules.
10. PBS will generate, track, and provide each employee with a personalized confirmation for each bid submitted. All bids shall be awarded by seniority. Upon completion of a bid award, an employee's work schedule will be made available electronically.

MEMORANDUM OF AGREEMENT NO. 10 - Advancement to Aircraft Maintenance Engineer Level 5

1. The purpose of the MOA is to define the requirements to advance to AME level 5.
2. The objective of the AME level 5 is to provide a career path that recognizes the professionalism and value of the Aircraft Maintenance Engineer within Air Canada Maintenance.
3. The initial advancement to AME level 5 will be based on passing an LOU 4 process. Maintaining AME level 5 status will be based on passing marks on annual performance and technical readiness evaluations. Evaluations will be made by recognized Team Leaders.
4. Performance
 - a. The Performance evaluation will be recorded on ACF6355 form
 - b. The passing grade will be achieved or higher
 - c. The sections reviewed will be
 - i. Attendance and Punctuality
 - ii. Work Performance
 - iii. Workmanship
 - iv. Attitude
5. Technical readiness
 - a. The Technical readiness checklist will be through an electronic Learning Management System
 - b. Passing grade will be 85% or higher
 - c. Areas of demonstrated technical readiness consist of the items below. Additional criteria may be mutually developed and added to this list.
 - i. Maintenance Control Procedures
 - ii. Safety management System
 - iii. ETOPs handling
 - iv. Maintenance Release
 - v. Maintenance and Technical Records
6. AMEs who have not successfully met the requirements during the initial evaluations will be given the opportunity to re-apply 3 months following their initial attempt. A twelve (12) month period will be the standard between assessments. The union will not initiate or proceed with any grievance whatsoever. Evaluations (initial and annual) will be subject to appeal through an Appeal Board comprised of a Union, Management and Independent representative. The decision will be through a 2/3 majority vote. If an employee does not pass the evaluation and does not appeal, he will be eligible for a review in 3 months. If the employee appeals and the decision is upheld, the employee will be eligible for review in 6 months. If the decision is not upheld, the employee will be given retro-active pay.

APPENDIX TO MEMORANDUM OF AGREEMENT NO. 10 – Advancement to Aircraft Maintenance Engineer Level 5 –

Lead AME Transition details and timelines

The number of Lead AME's within ACM will be reduced to 35, sixty (60) days following ratification of the Collective Agreement.

The Lead AME's will be canvassed by seniority on the open positions. The employees that did not get the Lead AME position will bid new work locations by seniority as AME's, with pay scale red circled until the AME pay scale reaches that level.

It is understood that if the Company elects to keep more than 35 Lead AME's, their pay will remain at the Lead AME rate.

Current System Numbers

Category 1 – 79 Lead AME's
Category 19 – 5 Lead AME's
Category 38 – 29 Lead AME's

Total Lead AME's – 113

Revised System Numbers

Category 01– 24 Lead AME's
19 – 4 Lead AME's
38 – 7 Lead AME's
Category N/A – 35 Lead AME's

- Canvass Leads in each category by seniority who want to work 'A' checks and Engine change crews
- Bid new work locations by seniority
- Locations with Lead AME's YVR, YYC, YYZ, YUL

Lead AME Impact:

- All Lead AME's remain in their current work location. Ramp Lead AME's begin working as AME's immediately. No allowance for employee movement during this time frame.
- Displaced Lead AME's select new work schedule as AME (Hold recall to Lead AME)
- A total of 35 available Lead AME positions to be distributed in each category as outlined above, allocated by seniority to each of the 3 categories
- Canvass existing recall list for preference to remain on the list.

Dated June 27, 2013 in Montreal, Quebec, Canada.

MEMORANDUM OF AGREEMENT NO. 11 - Cabin Servicing and Cleaning Attendant (CSCA) Trainer

The company approached the Union to discuss the creation of a Trainer position for the classifications of Lead CSCA and CSCA. The following has been agreed to for the introduction of this classification;

1. A LOU No. 29 qualifying exam has been developed by the Company and the union which interested candidates must successfully pass in order to qualify for the position of CSCA Trainer.
2. In addition to successfully passing the exam, candidates will be required to participate in an above basic classification Structured Interview in accordance LOU No. 29 of the Collective Agreement
3. The parties agree that the selection of successful candidates shall be in accordance with Article 16.11.05.
4. The CSCA Trainer position will be addressed to Lead CSCA's, CSCA's and P/T CSCA's who can demonstrate the required knowledge in this area. Secondary consideration will be given to all other qualified members of the Collective Agreement. Priority of secondary consideration will be within the Airports/Cargo Business Units followed by Technical Services and Logistics and Supply Business Units.
5. Unassigned.
6. There will be three positions for CSCA Trainer posted after the signing of this memorandum. There will be one position in each of Vancouver, Toronto and Montreal. The position in Montreal will require the candidate to have a level two (2) bilingual qualification at the time of promotion and acquire a level 3 within 12 months of obtaining the position.
7. This classification is considered separate from the Airports/Cargo Trainer I and II classifications.
8. This position is an above basic position and is not subject to the one category bumping provisions. CSCA Trainers will be permitted to exercise their seniority rights should they be subject to staff reductions.
9. The CSCA trainers will not provide classification specific training to other classifications such as SA and CSA.

MEMORANDUM OF AGREEMENT NO. 12 - Shift Schedules

The parties agree that Articles 10.01.03.01, 10.01.03.01.01, 10.01.03.01.02, 10.01.03.01.03 and 10.01.03.01.04 as well as the NOTES in Article 10.01.02 will be inoperative during the life of this MOA and that the shift-scheduling provisions of this MOA will apply.

The shift-scheduling provisions of this MOA apply to employees in airports and cargo but not training instructors, gate planners, BCC/BCR, GSE and weight & balance.

This MOA will be automatically renewed annually at all locations unless written notice is provided of withdrawal at any location. Written notification shall be provided no later than November 1 for the following calendar year and withdrawal shall be effective with the first full work schedule change of the following calendar year. If the union withdraws, Article 10 will apply to that work location and all employees at that work location will forfeit 3 General Holiday days and their Shift Premiums for the full calendar year.

A. The following shift patterns may be used by the Company in the development of work schedules.

Shift Pattern (Includes equivalent time off)		<u>Shift Duration</u> (Includes paid Meal Period)	
a)	4 days on / 3 days off	=	9 hours and 20 minutes
b)	4 days on / 4 days off	=	10 hours and 40 minutes
c)	6 days on / 3 days off	=	8 hours
d)	4 days on / 2 days off	=	8 hours
(Includes Paid Stats)		(Includes Paid Meal Period)	
a)	4 days on / 3 days off	=	10 hours
b)	4 days on / 4 days off	=	11 hours and 25 minutes
c)	6 days on / 3 days off	=	8.5 hours
d)	4 days on / 2 days off	=	8.5 hours
e)	5 days on / 2 days off	=	8 hours

B. Compression levels in Airport and Cargo locations will be based on historical averages of 2011 for LSA, FT SA, FT CSA, LCSCA, and FT CSCA. The charts in Addendum to MOA #12 identify the applicable compression levels to be utilized.

NOTE 1: The Company may develop the work schedule plus or minus 2% of the 4x4 shift pattern, and plus or minus 2% of the 4x3 shift pattern.

NOTE 2: The shift patterns and corresponding ratios will be utilized unless changes are mutually agreed to by the Company and the Union at the District (HQ) Level.

A. On an annual basis, the Local Shop committee will provide the Company with the employees' preferences for the distribution of the shift patterns by time of day (i.e. AM and PM), and preferences of shift patterns scheduled to various functions. The

company will take these preferences into consideration in developing work schedules that meet operational requirements.

- B. The work schedule developed by the Company will be provided to the Work Schedule Review Committee (WSRC). The composition of the WSRC and the timeframe for the Work Schedule Review process will be based on the number of active employees at the applicable Airport or Cargo location for which the work schedule is being developed as follows:
- 1) 700 or more active employees – 4 union representatives will be provided three (3) calendar days;
 - 2) 400 to 699 active employees – 2 union representatives will be provided three (3) calendar days;
 - 3) 61 to 399 active employees – 2 union representatives will be provided two (2) calendar days;
 - 4) Up to 60 active employees – 2 union representatives will be provided one (1) four (4) hour day.
- C. At the commencement of the WSRC process, the Company will present details of the developed work schedule to the WSRC. The details will include the number of bid lines (operational and relief) and the number of employees eligible to bid a work schedule. Following the presentation of the details of the work schedule, the WSRC may suggest start time adjustments to the work schedule that are no greater than 30 minutes and do not impact operational requirements, coverage, cost, and manageability. If the Company does not accept the proposed adjustments, the WSRC process will commence as scheduled utilizing the shift schedule as presented by the Company. If the WSRC fails to complete the work schedule review process within the deadlines set out above, then the Company will implement its work schedule.
- D. The Company commits to maintaining the same methodology of scheduling of relief requirement that it has historically utilized.

For Air Canada

John Beveridge
Director, Labour Relations

Andrea Zaffaroni
Manager, Labour Relations

For Transportation District 140

Ken Russell
IAMAW Bargaining Chairperson

Keith Aiken
IAMAW Bargaining Chairperson

ADDENDUM TO MEMORANDUM NO. 12 SHIFT SCHEDULES

	AVG Airports Operational Shifts										
	LSA Compression Ratios				FT SA Compression Ratios				FT CSA Compression Ratios		
	4x3	4x4	% of Compression		4x3	4x4	% of Compression		4x3	4x4	% of Compression
YVR	14%	66%	80%		11%	81%	92%		0%	100%	100%
YYC	16%	57%	73%		15%	58%	73%		0%	100%	100%
YEG	0%	82%	82%		4%	68%	72%		0%	100%	100%
YWG	0%	46%	46%		0%	61%	61%		0%	57%	57%
YYZ	-	-	maximum 30%		-	-	maximum 30%		-	-	maximum 20%
YOW	3%	45%	48%		3%	41%	44%		0%	57%	57%
YUL	-	-	maximum 20%		-	-	maximum 20%		0%	24%	24%
YHZ	4%	52%	56%		6%	57%	63%		0%	100%	100%
YYT	0%	75%	75%		0%	73%	73%		0%	100%	100%
YFC	0%	100%	100%		0%	63%	63%		0%	89%	89%
YQM	0%	100%	100%		0%	62%	62%		0%	100%	100%
YSJ	0%	100%	100%		0%	80%	80%		33%	67%	100%
YYG	0%	100%	100%		0%	79%	79%		33%	67%	100%
YQT	0%	0%	0%		6%	90%	96%		0%	55%	55%
YXE	0%	100%	100%		0%	73%	73%		0%	0%	0%
YXY	0%	0%	0%		0%	0%	0%		-	-	-
YQR	0%	100%	100%		0%	72%	72%		-	-	-
YQB	0%	0%	0%		0%	0%	0%		100%	0%	100%

AVG Cabin Services Operational Shifts						
	LCSCA Compression Ratios				FT CSCA Compression Ratios	
	4x3	4x4	% of Compression		4x3	4x4
YYZ	0%	0%	maximum 20%		0%	maximum 20%
YVR	35%	39%	74%		35%	91%
YUL	0%	25%	25%		0%	34%
YYC	30%	70%	*100%		25%	100%

** Equals 2012 Levels*

	AVG Cargo Operational Shifts										
	LSA Compression Ratios				FT SA Compression Ratios				FT CSA Compression Ratios		
	4x3	4x4	% of Compression		4x3	4x4	% of Compression		4x3	4x4	% of Compression
YVR	20%	80%	100%		39%	44	83%		17%	52	69%
YYC	0%	100%	100%		0%	80%	80%		0%	57%	57%
YEG	0%	100%	100%		20%	80%	100%		0%	100%	100%
YWG	0%	100%	100%		0%	100%	100%		0%	40%	40%
YOW	0%	0%	0%		0%	25%	25%		0%	0%	0%
YHZ	0%	0%	0%		5%	89%	94%		12%	47%	59%
YYT	0%	0%	0%		0%	86%	86%		0%	67%	67%
YQR	0%	0%	0%		0%	0%	0%		0%	100%	100%
YXE	0%	0%	0%		0%	0%	0%		0%	100%	100%
YQT	0%	0%	0%		0%	0%	0%		0%	0%	0%

Please note that there are no compressed shifts in
 YYZ/YUL/YQB/YFC/YQM/YSJ/YYG/XXY
 for Cargo

LCSA	4X3	4X4	% of Compression
YVR	0%	100%	100%
YYC	0%	66%	66%
YEG	0%	100%	100%
YWG	0%	100%	100%
YHZ	33%	67%	100%

No compressed for LCSA in any other stations

ADDENDUM TO MEMORANDUM OF AGREEMENT NO. 12 - SHIFT SCHEDULES

08 February, 2012

Mr. M. Ambler
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers
Unit 23, 3515 – 27th Street, NE
Calgary, AB T1Y 5E4
Fax: 403-250-3707
E-mail: mambler@iam140.ca

Re : Collective Bargaining 2011 – Staggered Implementation of Compression in YYZ and YUL

Dear Mike,

Further to our discussions at the negotiation table on the above subject, the parties agree that the compression levels will be introduced as follows:

YYZ-LSA/SA 24% maximum in 2012, 28% maximum in 2013 and 30% in 2014

YYZ-LCSA/CSA 7% maximum in 2012, 14% maximum in 2013 and 20% maximum in 2014. In the event that the LCSA/CSA employees determine that they do not wish to have compression Air Canada will be entitled to utilize the value of the compression percentage in the LSA/SA classification.

YYZ-LCSCA/CSCA 7% maximum in 2012, 14% maximum in 2013 and 20% maximum in 2014. In the event that the LCSCA/CSCA employees determine that they do not wish to have compression Air Canada will be entitled to utilize the value of the compression percentage in the LSA/SA classification.

YUL-LSA/SA 10% maximum in 2012, 15% maximum in 2013 and 20% in 2014.

Sincerely,

John Beveridge
Director, Labour Relations

**MEMORANDUM OF AGREEMENT NO. 13 -
ACM Trainer/Facilitator per Article 4.03, 4.05, 8.03, 8.05**

- 1- The parties recognize that structured on the job training and facilitating provides value for the operation. Successful candidates to the vacancy notice will be expected to remain in the position for the duration stated in the vacancy notice. The ACM Trainer/Facilitator will receive a monthly premium of \$150 per month above their current salary.

The objective is to have individuals who come from the operation and have demonstrated experience, can be available to provide training and facilitation on short notice at their home base and may, voluntarily on occasion travel to other stations where the knowledge and skills of a particular trainer is required. The position could be exposed to extreme variations in the maintenance operation where potential students due to scheduling may have the need for certain training to be delivered on their shift.

Successful candidates must complete a train the trainer course as well as other software modules as required for development of student handouts and short presentations. Facilitators will be required to complete training in tools typically used to improve processes and flow. Course development and preparation accounts for part of their time. The courses developed and delivered by the Trainers are typically of short duration.

- 2- Examples of the expected training to be developed and delivered by the Trainers but not limited to be as follows:

Operation Software:

Trax

Equipment:

Cobra engine change unit
Tow tractor operation
Aerial lift operation

Airstairs operation
Aircraft power-up

Tooling:

Boroscope use
PMAT use

Loop tester use
Oxygen cart use

Processes:

Airport Vehicle Operation Permit (AVOP)
Sub-contract policies & procedures

Aircraft Towing
Aircraft fueling

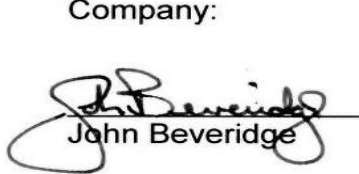
Aircraft Reliability

3. The ACM Facilitator's main role will consist in facilitating sessions for work crews assigned to improving local processes through the use of varying initiatives and tools. The roles and responsibility of the Facilitator will typically cover the following:
 - a. Lead excellence work teams in various developmental initiatives within an assigned work area
 - b. Gather current state data and support improvement initiatives
 - c. Develop the employee's understanding of work streams
 - d. Serve as the operations liaison
 - e. Advocate safe practices
 - f. Communication through scorecards and other means
 - g. Documentation of activities and follow-up

4. When applicable, the training provided by the Trainers/Facilitators is typically skill based and is comprised of theory, demonstration, practice and evaluation. Qualifications for the position of on the job training would be as follows:
 - MS Office Word and Power Point – Level 1
 - Excellent communication skills for hands on training and be able to develop rudimentary courseware for this purpose
 - Ability to write clear, concise technical instructions
 - Demonstrated skill in the area of expertise
 - Applicable Aircraft Certification Authority (ACA) when required for Licensed categories
 - Solid problem solving and data analysis skills
 - Good rapport with the work areas and leadership skills

Dated December 17, 2015 in Vancouver, British Columbia, Canada

Company:


John Beveridge


Dotane Harel

Union:


Ken Russell


Lou Pagrach

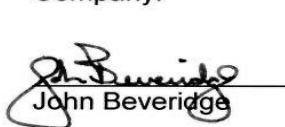
MEMORANDUM OF AGREEMENT NO. 14 - Work Placement Programs (CO-OP)

In order to provide the opportunity for workplace experience for students attending Community Colleges or CEGEPs offering Canadian Regulation accredited AME programs, the Company will offer a Work Placement Programs (CO-OP).

The parties agree to the following protocol:


1. The Company will authorize Work Placement Programs and advise the Union, in advance of the details with respect to the number of students, work area involved and the duration of the Work Placement Program.
2. Students participating in a Work Placement Program will be temporarily employed by the Company to learn the AME M, E and S trades associated with aircraft maintenance.
3. Students will be allowed to perform aircraft maintenance tasks, when assigned to a work area.
4. Current employees will be expected to assist/participate in such program.
5. Students participating in the Work Placement Program will participate in scheduled advancement in pay within salary scales established for Learners and will be in line with the work term agreed with the Canadian Regulations accredited school.
6. The Company will ensure that all of the necessary administrative handling (e.g., security screening, insurance waivers, etc) will be completed prior to the commencement of the Work Placement Program.
7. This Program will not adversely affect the shifts and/or vacation of active employees.

Company:


John Beveridge


Dotane Harel

Union:


Ken Russell


Lou Pagrach

MEMORANDUM OF AGREEMENT NO. 15 - Online Grievance System

The parties agree that the existing language contained in LOU #8 is superseded with the two Memorandum of Agreement (see below) between the parties dated November 25, 2014 and January 7, 2016.

The parties agree that each above referenced Memorandum are to be amended as follows:

The Memorandum of Agreement dealing with the issue of the online grievance process, point 6 is amended to reflect two appeal levels prior to the arbitration appeal. These appeals will be submitted to the first level Manager and should this decision be appealed then that appeal will be submitted to Labour Relations.

Also the Company has, by this letter, advised the Union that the online grievance and discipline process will be automated on or about 30 days from December 18, 2015.

The second Memorandum dealing with the expedited arbitration process is amended by the addition of a new paragraph in point #5 which provides for the selection of a National Arbitrator to deal with grievances regarding disputes, other than specific employee or group grievances or disciplinary or discharge appeals.

FOR AIR CANADA



John Beveridge

FOR INTERNATIONAL ASSOCIATION
OF MACHINISTS & AEROSPACE
WORKERS



Ken Russell

MEMORANDUM OF AGREEMENT NO. 15 - Online Grievance System

BETWEEN:

**International Association of Machinists and Aerospace Workers
and its
District Lodge 140**

(the “Union”)

-and-

Air Canada

(the “Employer”)

WHEREAS the Union and the Employer (the “Parties”) agreed during collective bargaining to improve the grievance appeal process;

WHEREAS among the improvements negotiated was the implementation of a computerized and automated grievance system (“Online Grievance System”);

WHEREAS the Parties have since met on a number of occasions to discuss the capabilities and functioning of an Online Grievance System and the manner in which it could be implemented;

AND WHEREAS the Parties wish to enter into the present Memorandum of Agreement (the “Agreement”) to reflect their agreement on the manner in which an Online Grievance System will be implemented;

NOW THEREFORE, the Parties agree as follows:

1. The preamble shall form an integral part of this Agreement.
2. For the purposes of this Agreement, the term “grievance” includes disciplinary appeals.

Implementation

- 3) The Parties agree to implement an Online Grievance System of the type presented to the Union by the Employer at various stations during the fall of 2013.
- 4) On a date to be determined by the Employer (the “Implementation Date”), the Online Grievance System shall be used to for the filing of all grievances and all subsequent steps in the grievance procedure for which the applicable collective agreement (“Collective Agreement”) contemplates written communication.
- 5) The Employer will provide the Union with thirty (30) days advance notice of the Implementation Date unless the Parties agree to a lesser notification period.
- 6) In furtherance of paragraph 3 above, the following steps shall, upon the Implementation Date, be carried out exclusively via the Online Grievance System.

Article	Action
17.01.07	Lodging of disciplinary appeal
17.01.07	Decision
17.01.10	Submission to arbitration
17.03.02	Raising of formal grievance
17.03.02	Supervisor response
17.03.03	Referral of grievance to Second Level
17.03.04	Referral of grievance to Third Level
17.03.04.03	Third Level grievance decision
17.03.05	Lodging of appeal
17.03.05	Decision
18.01	Submission to arbitration
18.02	Submission to arbitration
18.03	Notification of intent to arbitrate
18.05	Response to notification of intent to arbitrate

Access

- 7) The Online Grievance System will reside on the Employer's server(s) and will be accessed through a uniform resource locator (URL) separate from the Employer's intranet system.
- 8) The Parties shall each designate one individual to act as a co-administrator of the Online Grievance System.
- 9) The co-administrators shall be responsible for ensuring that the Parties representatives have access to the Online Grievance System for the purposes of carrying out their responsibilities pursuant to section 4 of this Agreement.
- 10) The Employer will take those steps necessary to ensure that once submitted on the Online Grievance System, an entry may not be altered by either party but may be viewed in "read only" mode.
- 11) In cases where the Collective Agreement's grievance or arbitration procedure contemplates an employee completing a step personally, that step, under the Online Grievance System, shall be completed by the appropriate Union representative.

Training

- 12) The Employer will, prior to the Implementation Date, provide training on the Online Grievance System to the Union's representatives who require access to it.

Initial Duration

- 13) The parties agree to conduct a review of the on line system no later than 60 days prior to the 12th month anniversary of the systems implementation. Either party has the right to opt out of this Memorandum with a minimum of 30 days notice prior to the 12th month anniversary of system implementation. Failure to opt out prior to the 12th month anniversary of system implementation will automatically extend this Memorandum and it shall form a part of the collective agreement.

Dated this 7th day of January, 2016

Air Canada

IAMAW



John Beveridge



Ken Russell

MEMORANDUM OF AGREEMENT NO. 15 - Online Grievance System

BETWEEN:

**International Association of Machinists and Aerospace Workers
and its
District Lodge 140**

(the “Union”)

-and-

Air Canada

(the “Employer”)

WHEREAS as required by the applicable collective agreement (the “Collective Agreement”), the Union and the Employer (the “Parties”) have met on a number of occasions to discuss revisions to the expedited arbitration process;

WHEREAS as a result of their discussions, the Parties have agreed to implement a revised expedited arbitration process;

AND WHEREAS the Parties wish to enter into the present Memorandum of Agreement (the “Agreement”) to reflect their agreement on the revisions to be made;

NOW THEREFORE, the Parties agree as follows:

1. The preamble shall form an integral part of this Agreement.

A. Arbitrator Selection

2. The Parties shall jointly agree on a list of arbitrators for each of the Eastern, Central and Western Regions.
3. The number of arbitrators selected for the list contemplated by paragraph 2 above shall be as follows:
 - a. For the Central Region, the list will contain the names of up to three-mutually agreeable arbitrators;
 - b. For the Western and Eastern Regions, the list will contain the names of two mutually-agreeable arbitrators.
4. The arbitrators list for the Eastern Region shall include a least one arbitrator who is able to conduct a hearing in either of Canada’s official languages.
5. Once selected, an arbitrator will serve for an initial term of three (3) years.
6. No later than three (3) months prior to the end of an arbitrator’s initial or subsequent term, the Parties will have the option of extending the arbitrator’s mandate for a subsequent three-year term of selecting a new arbitrator.

7. A decision to extend an arbitrator's mandate for a subsequent term and the identity of the new arbitrator to be selected pursuant to paragraph 6 above shall both require the mutual agreement of the Parties in writing.
8. In the thirty (30) days prior to the anniversary date of an arbitrator's appointment, either Party may on an annual basis, upon written notice to the other, request that an arbitrator be removed from the list of arbitrators following which the Parties will jointly agree on the selection of a new arbitrator to be added to the list.
9. Following a notice of removal pursuant to paragraph 8 above, all subsequent arbitration dates with that arbitrator will be cancelled and any resulting cancellation fees shall be borne by the Party requesting the removal.
10. If unable to agree on the selection of an arbitrator pursuant to this section A, the Parties will jointly request that one be appointed by the Minister of Labour.
11. The fees and expenses of an arbitrator shall be borne equally by the Parties.

B. Scheduling of Expedited Arbitration Hearings

12. The Parties shall agree to expedited arbitration dates in a manner which ensures the following annual hearing frequency in each of the Eastern, Central and Western regions:
 - a. Western Region: nine (9);
 - b. Central Region: twelve (12);
 - c. Eastern Region*: six (6)

* The Eastern Region has the ability to mutually agree to increase the yearly number of hearing dates to nine (9) if required.
13. Upon the appointment of a mutually-agreeable arbitrator pursuant to section A above, the Parties will request that the arbitrator provide them with a list of available hearing dates for the current and subsequent year(s).
14. The Parties, recognizing that arbitrator availability is maximized by scheduling hearing dates as far in advance as possible, shall agree on a schedule of hearing dates as soon as possible following notification of available dates pursuant to paragraph 13 above.
15. For each region, arbitrators selected pursuant to section A above shall be appointed to chair a hearing date in sequential order and on a rotational basis unless otherwise agreed by the Parties (e.g. in the Central Region, Arbitrator "A" will chair hearing dates in January, April, July and October; Arbitrator "B" in February, May, August and November, and Arbitrator "C" in March, June, September and December).
16. Notwithstanding paragraph 12(b) above, one (1) month may be excluded during the summer period.

C. Expedited Arbitration Agenda

17. A grievance may only be referred to expedited arbitration once the Collective Agreement's grievance procedure has been exhausted unless otherwise agreed by the Parties. The parties will endeavor to keep third level discussions and answers following in a timely manner.
18. The Parties shall mutually agree on an agenda for a hearing no later than thirty (30) days prior to an expedited hearing date.
19. Subject to paragraph 20 below, grievances shall be heard on a "first in, first out" basis unless

otherwise agreed.

20. Grievances involving (i) a suspension pending discharge or termination; (ii) irreparable harm; (iii) an employee who currently has zero income from any sources; or (iv) an issue which the Parties agree is national in scope or affects all bargaining unit members will rank ahead of other grievances on the agenda but also proceed on a "first in, first out" basis.

D. Process

21. For every grievance on the agenda, the Parties shall each prepare a brief which will include their version of the relevant facts, the argument(s) in support of their positions and the documentation to be relied upon at the hearing.
22. Unless otherwise agreed, the Parties shall exchange briefs for each grievance on the agenda no later than seven (7) days prior to a scheduled hearing date failing which the grievance(s) shall be removed from the agenda and deferred to the next hearing date. Notwithstanding the foregoing, the receiving party will have the option to proceed as scheduled if they so desire or defer the matter to the next hearing date. The party failing to exchange the brief within seven (7) days of the scheduled hearing will have no further rights to adjourn or defer the matter.
23. On a hearing date, the arbitrator will first attempt to resolve grievances listed on the agenda by way of mediation. If unresolved following mediation, the arbitrator will hear the grievance through expedited arbitration unless either Party requests a full hearing before that arbitrator or another arbitrator.
24. Unless otherwise agreed, evidence-in-chief will be by way of will-say statements. Cross-examination, re-direct and reply evidence shall proceed in the usual manner. In order for their evidence to be admitted, will-say statement authors shall be required to attend the hearing unless otherwise agreed.
25. In the event one of its witnesses is not available, a Party may request that a grievance be adjourned to the next hearing date without the other Party's agreement. A Party may only make a single such request unless otherwise agreed.
26. The arbitrator shall provide brief written decision within thirty (30) days of a hearing.
27. Decisions rendered by the arbitrator during an expedited arbitration hearing will be without prejudice or precedent to any other existing or future matter unless otherwise agreed by the Parties at the time they agree on the agenda pursuant to section C above.

E. Interim Relief

28. The Parties will each appoint one contact person for the purpose of interim relief applications.
29. When an issue arises for which an application for interim relief is being considered by a Party, that Party's contact person will communicate with the other Party's contact person to discuss the issue so that the Parties may attempt to resolve it between themselves.
30. In the event the issue cannot be resolved, a Party may file an application for interim relief before the arbitrator scheduled to chair the next expedited hearing date. The matter will be heard by the arbitrator next in the rotation within the region in which the matter originates unless the parties mutually agree otherwise. The immediate application will be heard by the arbitrator and if required the merits of the matter will be heard at the next scheduled hearing date with that arbitrator.
31. An application for interim relief may only be made by the contact person appointed by each party (or his or her designate).

32. Prior to filing an application with the arbitrator, the applicant's contact person will communicate with the contact person for the other Party to advise of the applicant's intent to file an application and the basis upon which the application is being made.
33. An application for interim relief will be heard within a reasonable period of time following its filing having regard to the nature of the issue as well as the availability of the arbitrator and the Parties.
34. Prior to an application for interim relief being heard by the arbitrator, the applicant will be required to provide the other Party and the arbitrator a statement summarizing the relevant facts and the basis upon which the relief is being sought.
35. An application for interim relief may be heard by teleconference or, if the arbitrator and the Parties are available to do so, in person.

An application for interim relief will be decided by the arbitrator according to the criteria adopted for such applications pursuant to s. 60(1)(a.2) of the *Canada Labour Code*.

F. Application of Collective Agreement

36. The following provisions of the Collective Agreement shall be suspended for the duration of this Agreement:
 - a. The arbitrator selection language of Article 18.03;
 - b. Articles 18.05, 18.06 and 18.07;
 - c. Letter of Understanding No. 8 and addendum 1;
 - d. Letter of Understanding No. 21.
37. In the event of conflict between any provision of this Agreement and the Collective Agreement, this Agreement shall prevail with respect to the subject matter of the conflict.
38. In the event the Union withdraws from the Memorandum of Agreement governing the on-line grievance system at the 12 month anniversary of the system implementation, Air Canada shall have the right to withdraw from this Memorandum and the provisions of article 18 and LOU #8 of the collective agreement shall govern the arbitration process with immediate effect.
39. This Agreement shall form part of the Collective Agreement.

Dated this 25th day of November, 2014 at Toronto, Ontario

For Air Canada

John Beveridge
Director, Labour Relations

For Transportation District 140

Boyd Richardson - IAMAW

Tony Didoshack - IAMAW

Gary Sinclair - IAMAW

MEMORANDUM OF AGREEMENT NO. 16 - CSA – CARGO CALLCENTER

BETWEEN

AIR CANADA
("The Company")

And

International Association of Machinist and Aerospace Workers (IAMAW)
("The Union")

Customer Service Agent (CSA) Cargo – Call Centre - Classification

WHEREAS it was agreed during the last round of collective bargaining, a new Customer Service Agent (CSA) Classification will be created in Cargo;

WHEREAS it will be comprised of the following existing positions:

- YYZ: All Customer Service Unit (CSU) positions;
- YUL: All Call Centre Information (CCIS) positions;
- YVR: All AC Connect position;

Whereas for shift scheduling purposes Cargo operations will be administered separately between the Cargo Facility and the Customer Service Centre. All employees assigned to either area will remain Air Canada employees as provided for by the collective agreement.

NOW THEREFORE the Parties agree as follows:

BIDDING PROCESS:

Positions for the new CSA – Customer Service Centre will be determined through a one-time shift bid entering 2017 available for the Cargo CSA's in YYZ, YUL, YVR;

Once the shift bid lines (including relief) are filled in either location, the remaining employees will be assigned into the location where any open bid line may exist;

Employees bidding into the Customer Service Centre must remain in the location mentioned above for a minimum of twenty-four (24) months from the date of entry;

At the midpoint (12 months) of the 24-month bid period, the CSA's assigned to the Customer Service Centre will participate in an internal shift bidding exercise;

VACATION:

Each work location (Cargo Facility and Customer Service Centre) will carry their own vacation relief, if required;

Employees bidding within each work location will bid their vacation based on their company service date and will bid their shift based on their seniority as per the Collective Agreement;

SHIFT TRADES

Qualified or cross utilized Cargo CSA's will be allowed shift trades between either work location (Cargo facility/Customer Service Centre). Qualifications will be inputted in the ESS system for administration purposes;

VACANCIES:

Any vacant position(s) in excess of sixty (60) days in the Customer Service Centre will be "mini bid" first within the department. For example, if the vacancy exists in the Customer Service Centre, it will be "mini bid" and only employees working in the Customer Service Centre will be eligible to bid on the position as per the Collective Agreement (article 10.01.03.02 c);

If a position does not get filled through the "mini bid" process within the specific department of the Customer Service Centre, the position will then be "mini bid" to all eligible employees for both locations in Cargo;

If the position is not filled through the "mini bid" process or a vacancy exists in the relief pool through normal movement, the open position maybe filled through a promotional bulletin and the LOU 29 process upon operational requirement for the work location (Customer Service Centre or Cargo Facility) that the vacancy exists;

TRANSFERS:

Every twenty-four (24) months, there will be a concurrent bid allowed between the two (2) work locations (Cargo Facility/Customer Service Centre);

For the bid that will occur every twenty-four (24) months, there will be a maximum of (8) or 32 percent to bid out or bid in of the Customer Service Centre CSA population in YYZ and for YUL and YVR we will allow a minimum of one (1) maximum of two (2) or 32% to bid out or bid in of the Customer Service Centre;

An employee must be active for at least twelve (12) consecutive months in the Cargo Facility to be eligible to transfer into the Customer Service Centre. Should vacancies exist after completion of the biannual bid in/bid out process, they will be filled by assigning the CSA-Cargo who has the lowest seniority, regardless of their active time in cargo;

Employees bidding into the Customer Service Centre are eligible for the LOU 5 transfer that takes place on a yearly basis between Airports and Cargo once they have completed a minimum of twenty-four (24)

months of continuous service. Employees in the Customer Service Centre may place their names on the LOU 5 transfer list in order to action their desired preference. The number of CSA's allowed to bid out of the Customer Service Centre at the 24-month point will be reduced by the number of CSA's accepting LOU 5 transfer during the term;

For transfers outside the point, the 24 month commitment does not apply;

PREMIUM:

Employees working in the Customer Service Centre location will receive a fifty cents (\$0.50) hourly premium;

OVERTIME

All overtime worked in the Customer Service Centre location will be as per article 10.02 of the Current Collective agreement. All Customer Service Agents in the Customer Service Centre location will be considered qualified for all overtime assignments if they are have the necessary training to perform the function. A training plan will be put in place after the shift bid to ensure that all agents have the necessary qualifications to work all Customer Service Centre positions;

IMPLEMENTATION PROCESS (Disagreement):

In the event of a disagreement pertaining to the implementation process, the matter will be discussed at third level between the parties (Headquarter level) and if necessary, may be referred to grievance arbitration by either party;

Dated this 11 day of October, 2016

For Air Canada:

For IAMAW:

Eric Jodoin
Manager, Labour Relations

Paul Lefebvre
General Chairperson, Central Region

APPENDIX I – Sick Leave

Mr. M. Ambler
General Chairman
IAMAW – District Lodge 140
Calgary, Alberta
T1Y 5E4

Subject: Sick Part-Shift

Dear Mr. Ambler,

Discussions during this round of negotiations resulted in an understanding as to the application of the policy on how we handle employees who become ill during their shift. The said understanding goes as follows:

“An employee who begins a shift and must leave work because of illness before the mid-point of the shift shall be paid for all hours worked. If the employee leaves after the midpoint of the shift, he will be compensated for a full shift. In neither case is the day counted as sick leave”.

NOTE: These illnesses will not count toward the application of addendum to appendix VII.

Signed this 1st day of July, 2009.

Denis Boucher
Manager Labour Relations

APPENDIX II – Sick Leave

July 1st, 2003

Mr. Jim Coller
General Chairperson, Western Region
IAMAW Transportation District 140
18-399 Berry Street
Winnipeg, Manitoba
R3J 1N6

Dear Mr. Coller,

This is relative to Company Agenda Item 2.1.2, regarding the introduction of a new Sick Leave Policy.

This will confirm that effective July 1st, 2003 the accumulation of sick bank days will be changed from one (1) day per month to one (1) day every two (2) months.

The parties will meet to discuss methods in reducing absenteeism to levels identified in the Corporate objectives.

Sincerely,

K.P. Smith
Director, Labour Relations –
Technical Services

APPENDIX III – Non-Certificated Station Agents

January 8, 1988

Mr. V. Blais
President & Directing General Chairman
IAMAW – District Lodge 148
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Blais:

Subject: Introduction of Non-Certificated Station Agents I and
Non-Certificated Station Agents II

Discussions during this round of negotiations have concluded in agreement that the introduction of non-certificated Station Agents I and non-certificated Station Agents II will have no impact on the seniority privileges of Station Agents I and Station Agents II having a seniority date prior to January 8, 1988.

Furthermore, Station Agents I and Station Agents II holding these grandfather rights will, when transferring or bumping or recalling, etc., into the non-certificated agent classifications, retain their original status (i.e., wages, benefits, etc.)

Additionally, current Station Agents I and Station Agents II will remain on their original seniority list(s) as well as a corresponding non-certificated agent list(s). The seniority date(s) to be used on this non-certificated agent list(s) will be the seniority date(s) on the original list(s).

Finally, non-certificated Station Agents I and non-certificated Station Agents II will not be introduced at a point while the weight and balance function is being performed at that point.

Yours very truly,

S.L. Belding
A/Director, Labour Relations
Technical Personnel

APPENDIX IV – Pension Benefit Standards Act

January 8, 1988

Mr. V. Blais
President & Directing General Chairman
IAMAW – District Lodge 148
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Blais:

Subject: Pension Plan (Publication 712)

Discussions during this round of negotiations have resulted in an agreement for those employees covered by this Collective Agreement that the effective date of the Canadian Pension Reform as described in the Pension Benefit Standards Act, 1985 and Regulations will be January 1, 1987 rather than June 28, 1987 for all active members who are in classifications covered by this Collective Agreement as of June 28, 1987. The terms "active members" includes employees under any leave of absence but excludes individuals who have terminated, died or retired prior to June 28, 1987".

Yours very truly,

S.L. Belding
A/Director, Labour Relations
Technical Personnel

APPENDIX V – Unassigned

|

APPENDIX VI – Pension Plan

Mr. L. Giuliani
 President & Directing General Chairman
 IAMAW – District Lodge 148
 3767 Thimens Boulevard
 Suite 205
 St. Laurent, Quebec
 H4R 1W4

Dear Mr. Giuliani:

Subject: Pension Plan Rules

In accordance with Item U.21(J) April 1982 Minutes of Negotiations, Rule 3 of the Air Canada Pension Plan – Canada was amended on October 5, 1983 as follows:

RULE 3 – THE COMMITTEES

1. (a) The provisions of the Pension Plan applicable to pilots shall be administered by a Committee of six (6) members, of whom three (3) shall be appointed by the Directors and three (3) shall be elected by the pilots.
- (b) The provisions of the Pension Plan applicable to employees of the Technical Services, Airport & Cargo Operations and Logistics & Supply Business Units of Air Canada represented by the International Association of Machinists & Aerospace Workers (IAMAW) shall be administered by a committee of eight (8) members of whom four (4) shall be appointed by the Directors and four (4) shall be elected by the IAMAW.
- (c) The provisions of the Pension Plan applicable to employees other than those referred to in Parts 1 (a) and (b) of this Rule, shall be administered by a Committee of eight (8) members, of whom four (4) shall be appointed annually by the Directors; three (3) shall be elected by the employees from among their number in accordance with regulations made from time to time by the Committee and approved by the Directors and one (1) shall be elected from among retired employees chosen in accordance with regulations and through an association of retired employees acceptable to this Committee and approved by the Directors.

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2. A majority of the members shall constitute a quorum.
3. A Chairman of each Committee shall be appointed by the Directors from among the members nominated by them.
4. Members elected by the employees and the approved association of retired employees shall be appointed for a term of two (2) years and may be re-elected.
5. The Committees shall have power:
 - (a) To make and enforce rules for the efficient operation of the Pension Plan for the government of their own proceedings;
 - (b) to receive and act upon applications for pensions and supplemental annuities;
 - (c) to approve and authorize refunds.
6. The Committees shall, from time to time, report on their decisions to the Directors who may approve, alter or rescind such decisions if these decisions exceed the terms of reference of the Committees.
7. The Trustee shall furnish a statement monthly to the Committees showing the financial position of the Fund and the Committees shall report annually thereon to the employees.
8. The Chairman of each committee shall appoint a secretary for each committee who shall be charged respectively with the supervision of the rules relative to pilots, those relative to employees of the Technical Services, Airport & Cargo Operations and Logistics & Supply Business Units represented by the IAMAW and those relative to employees other than pilots and the aforementioned IAMAW members and each secretary shall report to their respective Chairman on all administrative matters.
9. Each Committee shall meet at the call of its respective Chairman and at least once quarterly.
10. The Company will provide each employee with a written explanation of the terms and conditions of these rules and any amendments thereto which are applicable to him and of his rights and duties with respect to benefits available to him under the terms of these rules, including such other information as may be required by the Act.

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The Company agrees to include Rule 3 in Air Canada Publication 712, Chapter 3 no later than three (3) months from advice of ratification.

The Company further agrees to amend the following Pension Plan Rules in the manner described, no later than six (6) months following advice of ratification.

RULE 17(D) – INJURY ON DUTY

1. An eligible or participating employee who is absent from the service on account of temporary total disability for which he is eligible to receive Workers' Compensation under the Workers' Compensation Act of any province of Canada (or its equivalent in any other area) and is not a member of an approved Group Disability Income Plan, may apply in the prescribed form to have any full calendar month of such absence counted as allowable service, provided he assumes an obligation to pay for each such month a contribution equal to the applicable percentage rate of employee's contributions under Rule 19 or 28 of his average monthly compensation during the last six (6) full calendar months preceding such absence.
2. An eligible or participating employee who is a member of an approved Group Disability Income Plan and who is absent from the service on account of temporary total disability, as described in Clause 1 of this Rule, will have any such full calendar month or such absence counted as allowable service.

RULE 30 – EARLY RETIREMENT

Reference to Clause 5 under Clause 2 of this Rule shall be deleted.

RULE 34 – DEATH IN SERVICE

Clause 4 shall be amended to read as follows:

4. Effective with the month in which a pension becomes payable under a government pension plan, the annual amount of the pension computed and paid under Clause 2 shall be reduced to an annual amount computed as provided for in Clause 1 and Clause 4 of Rule 29, provided however that, should the annual amount of pension payable under a government pension plan and the reduced pension payable under this clause be less than an annual pension computed under Clause 3 of this Rule, the participating employee's surviving spouse shall be paid the difference.

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RULE 30.02 shall be amended to read as follows:

- 30.02 a) With respect to participating employees of the Technical Services, Airport & Cargo Operations and Logistics & Supply Business Units represented by the International Association of Machinists and Aerospace Workers District Lodge 140 who elect for early retirement between November 9, 1985 and June 27, 1987, Pension benefits under this rule shall be calculated on the basis stipulated in Rule 29 and the amount thus calculated shall be reduced by multiplying it by a fraction, the numerator of which shall be a figure representing the number of MONTHS OF ALLOWABLE SERVICE and the denominator a figure representing the number of MONTHS OF ALLOWABLE SERVICE PLUS THE NUMBER OF MONTHS BY WHICH THE PARTICIPATING EMPLOYEE'S AGE IS BELOW 58. On the death of the participating employee, the provisions of Clause 4 of Rule 29 regarding survivor benefits shall apply to this reduced pension.
- 30.02 b) With respect to participating employees of the Technical Services, Airport & Cargo Operations and Logistics & Supply Business Units represented by the International Association of Machinists and Aerospace Workers District Lodge 140 who elect for early retirement on June 28, 1987 or later, Pension benefits under this rule shall be calculated on the basis stipulated in Rule 29 and the amount thus calculated shall be reduced by multiplying it by a fraction, the numerator of which shall be a figure representing the number of MONTHS OF ALLOWABLE SERVICE and the denominator a figure representing the number of MONTHS OF ALLOWABLE SERVICE PLUS THE NUMBER OF MONTHS BY WHICH THE PARTICIPATING EMPLOYEE'S AGE IS BELOW 57. On the death of the participating employee, the provisions of Clause 4 of Rule 29 regarding survivor benefits shall apply to this reduced pension.
- 30.02 c) With respect to participating employees electing for early retirement other than those covered by clause 2 a) and 2 b) of Rule 30, Pension benefits under this rule shall be calculated on the basis stipulated in Rule 29 and the amount thus calculated shall be reduced by multiplying it by a fraction, the numerator of which shall be a figure representing the number of MONTHS OF ALLOWABLE SERVICE and the denominator a figure representing the number of MONTHS OF ALLOWABLE SERVICE PLUS THE NUMBER OF MONTHS BY WHICH THE PARTICIPATING EMPLOYEE'S AGE IS BELOW 60. On the death of the participating employee, the provisions of Clause 4 of Rule 29 regarding survivor benefits shall apply to this reduced pension.

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The Company further agrees to include in Publication 712, Chapter 3, all Rule revisions made up to advice of ratification no later than three (3) months following such advice.

Yours very truly,

K.M. Kelly
Director, Labour Relations -
Technical Services

APPENDIX VII – Sick Leave Plan

Mr. L. Giuliani
President & Directing General Chairman
IAMAW – District Lodge 148
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Giuliani:

Subject: Sick Leave Plan
(Publication 707, Chapter 5)

Recent negotiations have resulted in changes to the Sick Leave Plan applicable to IAMAW District Lodge 140 members covered by the Collective Agreement.

This is to inform you that publication 707, Chapter 5, will be revised within ninety (90) days following ratification, to include the following.

Specific exceptions to waiting period:

- c) Personnel of the Technical Services, Airport & Cargo Operations and Logistics & Supply Business Unites represented by District Lodge 140.

The waiting period is waived whenever the employee has served three (3) months since the last date for which sick leave was granted.

Yours very truly,

K.M. Kelly
Director, Labour Relations -
Technical Services

Addendum to Appendix VII SICK LEAVE PLAN

Mr. Jim Coller
General Chairperson, Western Region,
District Lodge 140, IAMAW,
18-399 Berry Street
Winnipeg, Manitoba
R3J1N6

Dear Mr. Coller

Subject: Sick Leave Plan
(Publication 707, Chapter 5)

Recent negotiations have resulted in changes to the Sick Leave Plan applicable to IAMAW Transportation District 140 members covered by the Collective Agreement.

This is to inform you that publication 707 will be revised to include the following:

For IAM&AW members who exceed three (3) occasions during an eighteen (18) month period the following program will apply.

ACCUMULATED SERVICE	Fourth occurrence After the employee has three (3) occurrences in an eighteen (18) months period.	Fifth Occurrence	Sixth Occurrence	Seven Occurrence	Subsequent Occurrences
a) 6 – 36 months	3 working days	3 working days	3 working days	4 working days	5 working days
b) 3 – 5 years	2 working days	2 working days	3 working days	4 working days	5 working days
c) 5 years or more	1 working day	2 working days	3 working days	4 working days	5 working days

NOTE 1: The employee must be free of any sick leave absences for a minimum of six (6) months in order to exit from this special program and return to the normal waiting period.

NOTE 2: This does not include absences due to workplace injury, GDIP or chronic illness.

Sincerely,

K.P. Smith
Director, Labour Relations –
Technical Services

APPENDIX VIII – Pension Plan Canada Section 6.2(1) Early Retirement Pensions Other than Pilots

June 15, 1997

Mr. G. Brosseau
President & Directing General
Chairperson
District Lodge 148, IAMAW
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Brosseau:

Subject: Air Canada Pension Plan – Canada
Section 6.2(1) – Early Retirement Pensions – other than Pilots

This is to confirm, that during the 1997 negotiations, it was agreed that IAMAW members covered under this Collective Agreement who elect early retirement on or after July 1, 1997 will have their pension reduced by a fraction of which the numerator shall be the member's number of months of qualifying service and the denominator shall be the sum of the member's number of months of qualifying service and the number of months the member's attained age is less than 55.

Rule 6.2(1) of the rules of the Air Canada Pension Plan – Canada will be amended accordingly.

Yours truly,

K.M. Kelly
Director, Labour Relations -
Technical Services

APPENDIX IX – WCB/CNESST Claims

January 8, 1988

Mr. V. Blais
President & Directing General Chairman
IAMAW – District Lodge 148
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Blais:

Subject: WCB/CNESST Claims

Discussions during this round of negotiations have resulted in agreement that employees covered by this Collective Agreement will be advised, in writing should WCB/CNESST claims made by them be contested by the Company.

Yours very truly,

S.L. Belding
A/Director, Labour Relations
Technical Personnel

APPENDIX X – Pension Income Protection

July 1, 2003

Mr. J. Coller
General Chairperson, Western Region
District Lodge 140, IAMAW
18-399 Berry Street
Winnipeg, Manitoba
R3J 1N6

Dear Mr. Coller:

Subject: Pension Plan – Income Protection

During the 2002 round of negotiations and in accordance with the Memorandums of Agreements dated November 2, 1999, and June 29, 2001, the Company and the Union agreed to provide income protection for eligible retirees as outlined below:

1. **DEFINITIONS**

CPI – The Consumer Price Index for Canada as calculated periodically by Statistics Canada.

Duration – From January 1, 2003 until December 31, 2006

Adjustment Dates:

- January 1, 2004
- January 1, 2005
- January 1, 2006
- January 1, 2007

Eligible Beneficiaries – Include eligible pensioners and eligible survivors.

Eligible Pensioner – Any disability pensioner who was a member of the IAMAW at time of retirement or any other pensioner who, prior to the adjustment date, has reached age sixty (60) and who at retirement time was a member of the IAMAW.

Eligible Survivor – Either the spouse of a deceased employee who was a member of the IAMAW at time of death or the spouse of a pensioner who was a member of the IAMAW at time of retirement and who is in receipt of a survivor income from the Air Canada Pension Plan.

2. **PENSION INDEX**

The Pension Index as of January 1 of a given year is calculated as the average for the twelve (12) month period ending October 31st in the preceding year of the CPI for each month in that twelve (12) month period.

3. **PERCENTAGE ADJUSTMENT**

The percentage adjustment for a given year shall be determined as follows:

- (i) Calculate the percentage increase in the Pension Index as of January of the given year over the Pension Index as of January 1 of the immediate preceding year subject to a maximum increase to eight percent (8%) and
- (ii) Multiply the percentage increase obtained in (i) by fifty percent (50%).

4. **PENSION ADJUSTMENT**

Monthly pensions otherwise payable to eligible beneficiaries as of an adjustment date are increased by a percentage called the Pension Adjustment Factor determined as follows:

- (i) For eligible pensioners who retire in the twelve (12) month period prior to the adjustment date, except for disability pensioners, the Pension Adjustment Factor is 1/12 of the pension adjustment for each full month prior to the adjustment date.
- (ii) For all other eligible pensioners and for all survivors the Pension Adjustment Factor is equal to the applicable percentage adjustment.

While the parties have agreed that these negotiated pension adjustments for members of IAMAW District Lodge 140 extend up to December 31, 2006. The parties further agree that this does not prevent the Union from re-negotiating this pension agreement at the termination of Collective Agreement as set out in Article 21.

Yours very truly,

K. P. Smith
Director, Labour Relations
– Technical Services

APPENDIX XI – Pension Plan

Mr. M. Cyr
President & Directing General Chairman
District Lodge 148, IAMAW
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Cyr:

Subject: Pension Plan

This letter will confirm that during 1990 negotiations, the Company agreed to amend the Rules of the Air Canada Pension Plan – Canada to reduce from sixty (60) to thirty-six (36) the number of months used to determine an IAMAW employee's average annual compensation for benefits commencing on or after July 1, 1990 for members on the active payroll on or after June 30, 1990.

Yours truly,

B.R. Corbett
Director, Labour Relations
Technical Services

APPENDIX XII – Transfer Expenses

July 1, 2003

Mr. J. Coller
General Chairperson, Western Region
District Lodge 140, IAMAW
11-395 Berry Street
Winnipeg, Manitoba
R3J 1N6

Dear Mr. Coller:

This will confirm our discussions during the 2002 contract negotiations concerning item M32 – Transfer Expenses.

The Company and the Union have agreed that promotions to above basic classifications resulting in an employee transfer to a new location will be at employee's own expense.

Company paid transfer expenses will only be applicable in the situation of a second posting of a Promotional Bulletin, and at the sole discretion of the Company.

The Company will make the required amendments to the applicable Company Publications and Promotional Bulletins and review this with the Union when completed.

Yours truly,

Kevin P. Smith
Director, Labour Relations –
Technical Services

APPENDIX XIII – Northern Allowance

August 22, 2003

Mr. Jim Coller
General Chairperson, Western Region
IAMAW Transportation District 140
18-399 Berry Street
Winnipeg, Manitoba
R3J 1N6

Dear Mr. Coller,

This is further to our discussions during the 2002 contract negotiations with respect to Union Agenda Item U12H.

This will confirm that employees based in Whitehorse and covered by the Air Canada/IAMAW Collective Agreement, are entitled to the Northern Allowance as provided for and subject to Company Policy.

Sincerely,

K.P. Smith
Director, Labour Relations
Technical Services

APPENDIX XIV – Introduction of The Cabin Service and Cleaning Category and Classifications - Toronto

Mr. M. Cyr
President & Directing General Chairman
District Lodge 148, IAMAW
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Cyr:

Subject: Introduction of the Cabin Servicing and Cleaning
Category and Classifications at Toronto

During 1990 contract negotiations, the Company and the Union agreed to provide each employee covered by the provisions of the Company's July 14, 1989 letter to the Union with a one time option to revert to Category 33 in the Maintenance & Engineering Business Unit. This option is subject to a permanent vacancy being available and must be exercised consistent with the employee's seniority.

Employees who revert to Category 33 in Maintenance & Engineering will re-establish their original Category 33 seniority date.

In addition, Category 33 Lead Cleaner and Cleaner classifications utilized in the Sales and Service Business Unit at Toronto shall be converted to new Cabin Servicing Cleaning Category with Lead Cabin Servicing and Cleaning Attendants and Cabin Servicing and Cleaning Attendant classifications.

Yours truly,

B.R. Corbett
Director, Labour Relations
– Technical Services

APPENDIX XV – Article 20.15/Grievance & Disciplinary Appeals

Mr. G. Brosseau
President & Directing General
Chairperson
District Lodge 148, IAMAW
3767 Thimens Boulevard
Suite 205
St. Laurent, Quebec
H4R 1W4

Dear Mr. Brosseau:

This will confirm that in the event the Company proceeds with an organizational change in accordance with Article 20.15.02 involving the Ground Support Equipment or Cabin Servicing & Cleaning departments, there will be no change to the Collective Agreement with respect to Categories/Classifications nor is there an intent to diminish, reduce or replace work performed in affected Categories/Classifications. In addition, there will be no change to the grievance and disciplinary appeal charts with respect to Union representation.

Yours truly,

K. M. KELLY
Director, Labour Relations -
Technical Services

APPENDIX XVI – Boot Allowance

Boot Allowance

Mr. Ken Russell
General Chairman
IAMAW – District Lodge 140

Subject: Boot Allowance

Dear Mr. Russell,

The parties agree that, effective January 2016, the Company will pay to eligible employees a boot allowance of one hundred dollars (\$100) annually on the first pay cheque of the year. No supporting receipt will be required. |

Signed this 18th day of December 2015.

John Beveridge
Director, Labour Relations

APPENDIX XVII – Unassigned

APPENDIX XVIII – Maintenance Uniform Identification System

October 18, 2011

This is to confirm our mutual agreement to introduce a Maintenance Uniform Identification System which will comprise a shirt unique to maintenance personnel in the categories 1, 13, 19 and 38.

The parties agreed to refer this matter to the Uniform Committee in order to identify Line Maintenance personnel. This item will become part of the employee's uniform credit allowance and identified in the employees profile with the uniform supplier.

Any recommendation made by the Uniform Committee will be reviewed and agreed to between the parties in a timely fashion not to exceed six months following the ratification of the 2011 round of collective bargaining, with implementation to follow shortly after.

For Air Canada

For the I.A.M.A.W.

J. Beveridge

G. Sinclair

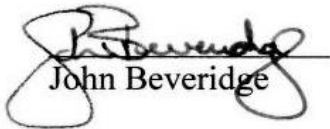
APPENDIX XX – Unassigned

APPENDIX XXI – Category 33

All Category 33 personnel assigned to the Airports business and Cabin Servicing & Cleaning Attendant (CSCA) will be utilized interchangeably to perform all required aircraft cleaning functions.

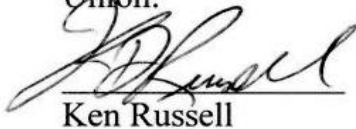
All Category 33 and CSCA personnel reporting to the Airports business unit will be subject to work schedules and vacation selection as governed by operational practices. Bidding for Category 33 and CSCA personnel will continue with separate bid lists (work schedule and vacation bids). Category 33 personnel will continue to be scheduled to overnight work schedules.

Company:


John Beveridge


Andrea Zaffaroni

Union:


Ken Russell


Keith Aiken

APPENDIX XXII – Language Requirement

November 07, 2011

Mr. M. Ambler
General Chairperson, Western Region
District Lodge 140, IAMAW
Unit 23, 3515 – 27th Street, NE Calgary, AB
T1Y 5E4

Dear Mr. Ambler,

This is in regards to Company Agenda Item M20 concerning language requirements and Article 6.04.03, as discussed during the 2011 round of Collective Bargaining.

This will confirm that the parties have agreed to establish a special committee to address this matter. The purpose of this joint committee is to discuss and review language requirements and related matters in the Airport & Cargo Operations Branch.

This joint committee will:

1. Review language requirements and issues in order to make recommendations to the Company.
2. Review and resolves issues related to Air Canada's compliance with the Official Languages Act of Canada (OLA), language training requirements, customer service levels and other related matters.
3. The committee will provide a report with recommendations at the second UMCM of the year 2012. Resulting contractual changes will be handled in accordance with Article 1.04.

This committee will be composed of the following:

1. Three (3) representatives appointed by the Union.
2. Three (3) management representatives.

Meetings of the joint committee will be established by the committee members and will be scheduled as required.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXIII – Administrative Procedures for the Mutual Transfer Request Process

MEMORANDUM OF AGREEMENT BETWEEN AIR CANADA AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS DISTRICT LODGE 140

Reference: Article 16.12.13 – Administrative Procedures for the Mutual Transfer Request Process

This matter involves the above referenced subject and the procedures related to Article 16.12.13. As a result of discussions held in Montreal between the Company and the Union, the items below have been agreed to in the application of Article 16.12.13 as follows:

1. The normal transfer rules (as per Article 16.12, the rules as set out on ACF732B, etc.), will be applied in all mutual transfer situations.
2. Employees must have a valid Transfer Request on file.
3. Mutual transfers will only be applied between two (2) specific stations (i.e.: between Toronto and Montreal), and cannot have a multiple station application.
4. An employee will not be eligible for transfer to a station where his/her seniority rights are such that he/she would be laid-off if employed at the new station.
5. A transfer waiver must be obtained from all employees with a valid transfer on file to the affected stations, who are senior to the applicants.
6. The Union will undertake the responsibility to present the information as a package to the Company for each such Mutual Transfer Request for the necessary seniority waivers or other special arrangements and administration that is required.
7. This agreement is made without precedent or prejudice to any other matter arising between the parties or to any other position they take in the future.

Signed this 1st day of July, 2003, in Montreal, Quebec

FOR AIR CANADA



K.P. Smith
Director, Labour Relations –
Technical Services

FOR TRANSPORTATION DISTRICT 140



J. Coller
General Chairperson –
Western Region

APPENDIX XXV – Jazz Ground Handling

December 17, 2015

Mr. Ken Russell
General Chairman
IAMAW – District Lodge 140

Dear Mr. Russell,

Subject: Ground Handling

For the term of the Collective Agreement, members of the IAMAW Air Canada TMOS bargaining unit will continue to perform the ground handling work for all Air Canada's regional capacity purchase agreement carriers including, but not limited to, air carriers operating flights as Air Canada Express, in the stations where such ground handling is performed by bargaining unit members on January 1, 2016.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXVI – Payment of Medical Notes

Mr. M. Ambler
General chairman
Iamaw – District Lodge 140
Calgary, Alberta
T1Y 5E4

Subject: **Payment of Doctors' Notes**

Dear Mr. Ambler,

This is to confirm our discussion with regard to the criteria for the reimbursement of doctors' notes for short-term absences. The parties agree that, when requested by the Company, the doctor's note must be sufficient to substantiate the legitimacy of the absence. Therefore, the Company will only pay for such doctor notes that confirm the employee's inability to perform his or her duties during the period of the absence.

The Company will reimburse the normal and customary charges for such notes.

Denis Boucher
Manager, Labour Relations

APPENDIX XXVIII – Third Party Contract

November 7, 2011

Mr. M. Ambler
General Chairperson, Western Region
IAMAW Transportation District 140
Unit 23, 3515 – 27th Street, NE Calgary, AB
T1Y 5E4

Dear Mike,

This is in regards to Company Agenda Item M15 concerning the attraction and retention of 3rd party contracts as discussed during the 2011 round of Collective Bargaining.

This will confirm that the parties have agreed to establish a special committee to address this matter. The purpose of this joint committee is to discuss and review the reasons for the loss of and the inability to attract 3rd party contracts and related matters in the Airport Operations Branch.

This joint committee will:

1. Review all 3rd party contracts and specific requirements and to make recommendations to the Company for effectively servicing the contract.
2. Review all 3rd party contracts that have been lost and make recommendations to the Company with respect to being competitive.
3. The committee will provide a report with recommendations at the second UMCM of the year 2012. Resulting contractual changes will be handled in accordance with Article 1.04.

This committee will be composed of the following:

1. Three (3) representatives appointed by the Union.
2. Three (3) management representatives.

Meetings of the joint committee will be established by the committee members and will be scheduled as required.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXIX – Unassigned

APPENDIX XXX – Shift Schedule Bidding Automation

03 February, 2012

Mr. M. Ambler
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers
Unit 23, 3515 – 27th Street, NE
Calgary, AB T1Y 5E4
Fax: 403-250-3707
E-mail: mambler@iam140.ca

Re : Collective Bargaining 2011 – Shift Schedule Bidding Automation

Dear Mike,

In addition to our discussions at the negotiation table on the above subject, I wish to further clarify that Air Canada's view of bidding automation is not the implementation of a Preferential Bidding System.

Bidding Automation would be the production and implementation of an electronic, on-line means for employees to bid for shifts, utilizing the practices and conditions for bidding that are in place at the time the automation is produced.

Prior to implementation, Air Canada will present and review with the Union the automated tool.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXXI – Unassigned

APPENDIX XXXII – Unassigned

APPENDIX XXXIII – Ac Jetz – Lou No. 4 Process

18 May, 2012

Mr. Gary Sinclair
IAMAW Bargaining Co-Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers
E-Mail: gsinclair@iam140.ca

Re: Collective Bargaining 2011-2012 – LOU 4 process for the AC Jetz program

Dear Gary;

During the discussions in this round of bargaining the Company requested a change to the LOU 4 process for the AC Jetz program.

In view of the uniqueness of the AC Jetz program, the parties agree that the Company will use best efforts to select in order of seniority from among the employees who pass the structured interview. It is understood that it may be necessary to deviate.

This is due to the unique nature of the AC Jetz program, this is outside the normal Operation of Air Canada and as such requires a specific individual to be selected to the position.

The parties agree to develop a specific LOU 4 selection process. The parties agree the LOU 4 team will make normal selection by seniority. In the event a deviation to the normal selection is required, a full explanation will be given by the company.

John Beveridge
Director, Labour Relations

APPENDIX XXXIV – Local Agreement 2011 – Impact of Revision

08 February, 2012

Mr. M. Ambler
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers
Unit 23, 3515 – 27th Street, NE
Calgary, AB T1Y 5E4
Fax: 403-250-3707
E-mail: mambler@iam140.ca

Re : Collective Bargaining 2011 – Local Agreements and Practices

Dear Mike,

Further to our discussion on the above matter I wish to outline the agreed to process for concluding this matter post collective bargaining.

The Union acknowledges that Air Canada has expressed its concern with the process of reaching agreements and with certain conditions contained within local agreements. It is understood by the parties that all local agreements require the approval of Air Canada senior management at the headquarters level.

To address Air Canada's concerns, the parties agree to meet locally and discuss all Local Agreements and practices within ninety (90) days of ratification of the Collective Agreement.

It is understood that after review described above, should the parties be unable to reach agreement on any Local Agreement or any component of a Local Agreement or Local Practice, that either parties may withdraw from any Local Agreement or any component of a Local Agreement or Local Practice with 30 days written notice to the other party.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXXV – Unassigned

APPENDIX XXXVI – 4X3X3X4 Shift in YVR

17 December 2015

Mr. Ken Russell
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Re: Collective Bargaining 2015 – 4x3x3x4 Shift in YVR

Dear Ken,

Further to our discussions at the negotiation table on the above subject, the parties agree that the YVR airport will maintain the above shift in exchange for allowing Air Canada to pull up to a maximum of 30% of the part-time operational lines in order to reserve them for non-ramp qualified employees. These non-ramp qualified employees will be deployed in the part-time lines for a maximum of ten (10) months.

Should there be a period where there are no compressed 4x4 shifts then this letter would be inoperable during that period.

In an effort to keep actively employed those employees in YVR Airport who failed to obtain an AVOP on their second attempt, the Company and Union within the WSRC process will identify up to three (3) bid lines that may be utilized to place such employees up until their third attempt. It is understood that the selected operational bid lines will have no impact on the operation. The process for these identified bid lines will follow a mirror bid process. It is understood that an employee that bids these identified lines may be displaced into relief.

This process is without prejudice or precedent to any other location.

Both parties will be bound by this agreement for the duration of the current Collective Agreement.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXXVII – Wage Increases & Lump Sum Payments

The following uplifts and lump sum payments are exclusive to employees hired prior to the date of ratification:

Period	Lump Sum/Wage uplift
Year 1	\$5000 Lump Sum
Year 2	\$4500 Lump Sum
Year 3	\$4000 Lump Sum
Year 4	2% Wage Uplift
Year 5	2% Wage Uplift
Year 6	2% Wage Uplift
Year 7	2% Wage Uplift
Year 8	2% Wage Uplift
Year 9	2% Wage Uplift
Year 10	2% Wage Uplift

*Year 1 lump sum will be paid two (2) pay periods following ratification. Subsequent lump sums and wage uplifts will be paid out as of the first full pay period in April of each subsequent year.

* Part-time employees will receive lump sums of \$2500 in Year 1, \$2250 in Year 2 and \$2000 in Year 3.

* The above table does not apply to employees on a B scale.

*Probationary employees at date of ratification will receive the Year 1 Lump Sum following successful completion of probation.

The following B scale is introduced for Station Attendants hired post ratification:

FULL TIME	
Step	New scale
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20
6	\$ 16.60
7	\$ 17.75
8	\$ 18.85
9	\$ 21.12
10	\$ 23.36

Part TIME	
Step	New scale
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20
6	\$ 16.60

The following B scale is introduced for CSCAs hired post ratification:

FULL TIME	
Step	New scale
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20
6	\$ 16.60
7	\$ 17.75
8	\$ 18.85
9	\$ 21.12
10	\$ 22.52

Part TIME	New Hires
Step	New scale
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20

Employees hired prior to June 17th 2012 will move from the Current SA to the new SA scale and Current CSCA to the new CSCA scale as follows:

FULL TIME					
SA- Hired Before June 17th, 2012					
Step	Hourly wage	Move to		Step	Hourly wage
1	\$ 13.00	N/A		1	\$ 13.00
2	\$ 13.40	N/A		2	\$ 13.40
3	\$ 13.77	to step 5		3	\$ 13.77
4	\$ 15.20	to step 6		4	\$ 14.49
5	\$ 16.60	to step 7		5	\$ 15.20
6	\$ 18.85	to step 8		6	\$ 16.60
7	\$ 21.12	to step 9		7	\$ 17.75
8	\$ 23.36	to step 10		8	\$ 18.85
9	\$ 25.63	to step 11		9	\$ 21.12
				10	\$ 23.36
				11	\$ 25.63
PART TIME					
SA- Hired Before June 17th, 2012					
Step	Hourly wage	Move to		Step	Hourly wage
1	\$ 13.00	N/A		1	\$ 13.00
2	\$ 13.40	N/A		2	\$ 13.40
3	\$ 13.77	to step 4		3	\$ 13.77
4	\$ 15.20	to step 5		4	\$ 14.49
5	\$ 16.60	to step 6		5	\$ 15.20
				6	\$ 16.60

FULL TIME					
CSCA- Hired Before June 17th, 2012					
Step	Hourly wage	Move to		Step	Hourly wage
1	\$ 13.00	N/A		1	\$ 13.00
2	\$ 13.40	N/A		2	\$ 13.40
3	\$ 13.77	to step 6		3	\$ 13.77
4	\$ 17.20	to step 7		4	\$ 14.49
5	\$ 20.64	to step 8		5	\$ 15.20
6	\$ 22.52	to step 9		6	\$ 17.20
				7	\$ 17.75
				8	\$ 20.64
				9	\$ 22.52
PART TIME					
CSCA- Hired Before June 17th, 2012					
Step	Hourly wage	Move to		Step	Hourly wage
1	\$ 13.00	N/A		1	\$ 13.00
2	\$ 13.40	N/A		2	\$ 13.40
3	\$ 13.77	to step 4		3	\$ 13.77
4	\$ 15.20	to step 5		4	\$ 14.49
				5	\$ 15.20

Employees hired after June 16th 2012 will move as follows:

FULL TIME	
SA- Hired After June 16th, 2012	
Step	Hourly wage
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20
6	\$ 16.60
7	\$ 17.75
8	\$ 18.85
9	\$ 21.12
10	\$ 23.36
11	\$ 25.63
PART TIME	
SA- Hired After June 16th, 2012	
Step	Hourly wage
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20
6	\$ 16.60

FULL TIME	
CSCA- Hired After June 16th, 2012	
Step	Hourly wage
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20
6	\$ 17.20
7	\$ 17.75
8	\$ 20.64
9	\$ 22.52
PART TIME	
CSCA-Hired After June 16th, 2012	
Step	Hourly wage
1	\$ 13.00
2	\$ 13.40
3	\$ 13.77
4	\$ 14.49
5	\$ 15.20

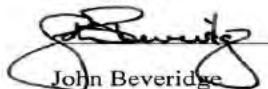
The following will reflect wage adjustments to above basic positions:

Current Lead SA Scale		Hourly Wage		New Lead SA Scale		Hourly Wage
Lead Station Attendant 1		\$ 27.48	→	Lead Station Attendant 1		\$ 26.87
Lead Station Attendant 2		\$ 28.20	→	Lead Station Attendant 2		\$ 27.48
<i>Will be moved to the new scale at the same rate</i>			→	Lead Station Attendant 3		\$ 28.20
				Lead Station Attendant 4		\$ 28.70
				Lead Station Attendant 5		\$ 29.28
Current Scale		Hourly Wage		New Hire CSA scale		Hourly Wage
Customer Service Agent 1		\$ 26.87	→	Customer Service Agent 1		\$ 26.87
Customer Service Agent 2		\$ 28.70	→	Customer Service Agent 2		\$ 27.48
			→	Customer Service Agent 3		\$ 28.20
			→	Customer Service Agent 4		\$ 28.70
				Customer Service Agent 5		\$ 29.28
Current Trainer 1 scale		Hourly Wage		New Trainer Scale		Hourly Wage
Airports/Cargo Trainer I- Level 1		\$ 27.48	→	Trainer 1		\$ 26.87
Airports/Cargo Trainer I- Level 2		\$ 28.20	→	Trainer 2		\$ 27.48
<i>Will be moved to the new scale at the same rate</i>			→	Trainer 3		\$ 28.20
				Trainer 4		\$ 28.70
				Trainer 5		\$ 29.28
Current trainers 2 will be grandfathered to payscale as identified prior to ratification:						
				Trainer 2 grandfathered scale		Hourly Wage
				Airports/Cargo Trainer 2 - Level 1		\$ 26.87
				Airports/Cargo Trainer 2 - Level 2		\$ 28.71
				Airports/Cargo Trainer 2 - Level 3		\$ 30.58

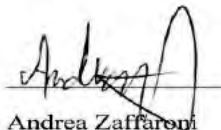
Progression for those currently at Level 2 LSA and Level 2 CSA will occur on February 1, 2017.

All other above basic classifications not identified in the chart above will receive a one-time payment of five hundred (\$500) dollars paid out two (2) pay periods following ratification.

Company:



John Beveridge



Andrea Zaffaroni

Union:



Ken Russell



Keith Aiken

APPENDIX XXXVIII – Technical Services Wage Increases & Lump Sum Payments

The wage will apply to Technical Services and Logistics & Supply

Year 1: 2%, 5% lump sum
Year 2: 2% wage uplift
Year 3: 2% wage uplift
Year 4: 2% wage uplift
Year 5: 2% wage uplift, \$2,500 lump sum
Year 6: 2% wage uplift
Year 7: 2% wage uplift
Year 8: 2% wage uplift, \$2,500 lump sum
Year 9: 2% wage uplift
Year 10: 2% wage uplift

Company:


John Beveridge


Dotane Harel

Union:


Ken Russell


Lou Pagrach

APPENDIX XXXIX – Maintenance

December 18, 2015

Mr. Ken Russell
General Chairman
IAMAW – District Lodge 140

Dear Mr. Russell,

Subject: Maintenance

If any aircraft in the combined Air Canada and Air Canada rouge fleet as of January 1, 2016—including the Embraer 190s—is transferred to Sky Regional Airlines, Jazz, Air Georgian, EVAS Air or any other regional carrier with which Air Canada has a capacity purchase agreement, then members of the TMOS bargaining unit shall, for the term of this Collective Agreement, continue to perform the maintenance-related work they were performing on the transferred aircraft prior to the transfer, provided that the airline receiving the aircraft continues to provide services to Air Canada under a capacity purchase agreement.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXXX – Long-Term Disability Uplift

December 18, 2016

Mr. Ken Russell
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Re: Collective Bargaining 2015 – Long Term Disability Uplift

Dear Ken,

Further to our discussions at the negotiation table on the above subject, Air Canada agrees that effective upon ratification to provide a \$150 per month uplift to those employee's on Long Term Disability with a LTD start date prior to January 01, 2006 who are not receiving disability benefits from an insured plan with a further \$150 uplift effective April 1, 2018.

Sincerely,

John Beveridge
Director, Labour Relations

APPENDIX XXXXI – Flexible Credits

7 January, 2016

Mr. Ken Russell
 IAMAW Bargaining Chairperson
 District Lodge 140
 International Association of Machinists & Aerospace Workers

Re: Collective Bargaining 2015 –Item Flexible Credits

Dear Ken,

The credit as outlined in the attachment below will be the minimum credit an employee on flexible benefits will receive for the life of the Collective Agreement.

		CREDIT	COST		
			Comfort Slim	Comfort	Comfort Plus
Dental	Single	\$336.00	\$342.00	\$519.00	\$777.00
	Family	\$1,177.00	\$1,224.00	\$1,401.00	\$2,095.00
Medical	Single	\$946.00	\$874.00	\$1,092.00	\$1,478.00
	Family	\$2,910.00	\$2,729.00	\$2,947.00	\$3,978.00
Basic Group Life	(ATS)	\$354.00	\$292.00	\$465.00	\$661.00

Regards

John Beveridge
 Director, Labour Relations

APPENDIX XXXXII – Pulling of Part-Time Lines

15 October, 2015

Mr. Ken Russel
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Re: Collective Bargaining 2015 –Item C 10 a) Pulling of Part-Time lines

Dear Ken,

Further to our discussions at the negotiation table on the above subject, the parties agree to the following:

YUL Airport will maintain the ability to work a modified 4x2 work schedule while allowing Air Canada to pull up to a maximum of 25% of the part-time operational lines in order to reserve them for non-ramp qualified employees.

YYZ Airport will maintain the ability to pull cycles within the bidding process while allowing Air Canada to pull up to a maximum of 25% of the part-time operational lines in order to reserve them for non-ramp qualified employees

Both parties will be bound by this agreement for the duration of the current Collective Agreement. Either may cancel this arrangement by providing ninety (90) days notice in writing.

Sincerely,

John Beveridge

Director, Labour Relations

APPENDIX XXXXIII – Vacation & General Holidays

17 December, 2015

Mr. Ken Russell
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Re: Collective Bargaining 2015 –Item C7 Article 13.12 and 13.13 Vacation & General Holidays

Dear Ken,

As discussed during the collective bargaining process, and in line with the changes made to Article 13.12 and 13.13 (Vacation & General Holidays) of the Collective Agreement, a type trial is agreed to.

As a result, by June 1, 2016 employees may advise the company of their intent to have General Holiday entitlements (40 hours for Full-Time and 20 hours for Part-Time) deposited in their Time Bank in lieu of taking the time off.

This type trial is in place until the first Collective Agreement reopener. However, the Company retains the ability to discontinue the type trial in one or more locations prior to the reopener, upon written notice to the Union. Should the type trial be terminated, point 2 of Article 13.12 will be applied with an amendment providing that the residual total of rounding down and 80% of the GHO liability will be distributed at the Company's discretion. The remaining 20% of the GHO liability will be added to the vacation liability and calculation as per point 1 of Article 13.12. .

Regards

John Beveridge
Director, Labour Relations

APPENDIX XXXIV – Memorandum of Agreement

MEMORANDUM OF AGREEMENT between AIR CANADA and INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS ("IAMAW")

Whereas the IAMAW and Air Canada have entered into a Collective Agreement in respect of the Technical, Maintenance and Operational Support ("TMOS") bargaining unit which is effective from April 1, 2011 to March 31, 2016;

And whereas the parties wish to provide for long-term stability in their relationship;

And whereas the parties wish to make certain changes to their April 1, 2011-March 31, 2016 Collective Agreement;

And whereas the parties wish to provide for the entering into of successive collective agreements which will be effective for the following periods: 1) from April 1, 2016 until March 31, 2019; 2) from April 1, 2019 to March 31, 2022; 3) from April 1, 2022 to March 31, 2026;

Now therefore the parties have agreed as follows:

1. With exception of paragraph 2, which will come into force with the signing of this Memorandum, this Memorandum will only come into force once it has been ratified by both the TMOS membership and the Board of Directors of Air Canada and once the IAMAW confirms, to the satisfaction of Air Canada, the withdrawal discontinuance of its single employer applications in Canada Industrial Relations Board files 30424-C and 30420-C.
2. The IAMAW Negotiating Committee and General Chairpersons unanimously recommend ratification of this Memorandum by the TMOS membership and the Air Canada Executive Committee unanimously recommends that its Board of Directors unanimously endorse this Memorandum ("Ratification"). The IAMAW shall commence its ratification process by January 15, 2016.
3. On Ratification, this Memorandum constitutes an agreement under s. 79 of the *Canada Labour Code* respecting the renewal, revision and/or entering into a collective agreement for each of the periods stipulated herein.
4. **Changes to the 2011-2016 Collective Agreement:** The parties agree that the changes set out in Schedule A will be made to the 2011-2016 collective agreement, effective upon Ratification except as otherwise indicated in Schedule A.
5. **The 2016-2019 Collective Agreement:** The parties agree that a new collective agreement will be in effect from April 1, 2016 until March 31, 2019. This 2016-

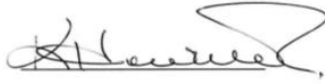
2019 Collective Agreement shall be identical to the 2011-2016 Collective Agreement, including the changes provided for in paragraph 4 above, except as amended by Schedule B.

6. **The 2019-2022 Collective Agreement:** The parties agree that a new collective agreement will be in effect from April 1, 2019 until March 31, 2022. This 2019-2022 Collective Agreement shall be identical to the 2016-2019 Collective Agreement, except as amended by Schedule C.
7. The parties have also agreed that either may seek changes to the 2019-2022 Collective Agreement in accordance with the following procedure:
 - a. Either party may provide notice to bargain between January 1, 2019 and March 31, 2019, in which case the parties shall each set a date and meet in good faith and make every reasonable effort to negotiate in relation to the changes to the 2019-2022 Collective Agreement sought by the parties. Changes agreed to by the parties shall be incorporated into that collective agreement.
 - b. If 90 days after the commencement of negotiations the parties have failed to reach an agreement on all or any items, either party may refer the outstanding items to the mediation-arbitration process set out below.
 - c. The mediation/interest arbitration will be before a mediator-arbitrator of the parties' choosing.
 - d. If the parties cannot agree on a mediator-arbitrator within 30 days of a referral to mediation-arbitration being received by the other party, then either party may request that the Federal Mediation and Conciliation Service make the selection, which selection shall be binding on the parties.
 - e. If after 15 days of mediation (a "day of mediation" being a day during which the mediator meets, at any time and for any duration, with both of the parties), the parties have failed to reach a comprehensive agreement, either may refer a maximum of 10 items each to the mediator-arbitrator for final and binding determination in lieu of strike or lockout ("Interest Arbitration Items"). Any unresolved item that is not an Interest Arbitration Item shall remain unrevised.
 - f. Each Article, Letter of Understanding, Memorandum of Agreement and Appendix listed in the Table of Contents of the Collective Agreement constitutes a single permissible Interest Arbitration Item except that:
 - i. Rates of Pay (Articles 5, 7 and 9); Term (Article 21); Appendix XXV; Appendix XXXVIII; and the benefit pension plans are excluded as permissible Interest Arbitration Items; and
 - ii. Each sub-article of Articles 10, 16 and 20 as listed in the Table of Contents constitutes a single permissible Interest Arbitration Item.

- g. For greater clarity, and without limiting the generality of the foregoing, the following are permissible Interest Arbitration Items, and to the extent that they are pursued they each count as one of the 10 items referred to above in paragraph (e):
 - i. Improvements to the Multi-Employer Pension Plan
 - ii. Any other item that the parties agree is of mutual benefit.
- h. The mediator-arbitrator shall have all of the powers and authority of an arbitrator pursuant to section 60 of the *Canada Labour Code*.
- i. The mediator-arbitrator shall determine his or her own procedure and shall issue a decision on the Interest Arbitration Items within 90 days of the referral to arbitration.
- j. Subject to the second sentence of paragraph k, below, in rendering a decision about an Interest Arbitration Item, the mediator-arbitrator shall have regard to the following:
 - i. the replication principle;
 - ii. the terms and conditions of employment of comparable employees;
 - iii. the impact on the Company, including, without limitation, the cost impact;
 - iv. any other factor that the arbitrator considers relevant.
- k. The arbitrator will also consider the total cost of the package and its impact on total compensation. Specifically, in no event shall the mediator-arbitrator issue an award pursuant to the arbitration contemplated in this Memorandum that increases the total cost of the Company's obligations under the Collective Agreement except for the following item, which the parties acknowledge could result in an increase in cost based on a comparison with the terms and conditions of employment of other comparable employees at Air Canada or in Canada generally and/or cost of living (which shall be determined by the Bank of Canada Core Consumer Price Index -v41693242):
 - i. Improvements to the Multi-Employer Pension Plan
- l. The Collective Agreement will come into effect on April 1, 2016 and remain in effect for its term notwithstanding that negotiations, mediation or arbitration as provided for herein may be in progress. Once negotiation, mediation and/or arbitration have been completed, any change that has been agreed or awarded will be made to the provisions of the 2019-2022 Collective Agreement in effect and the terms of the agreement shall thereby be finalized.
- m. Any terms awarded by the Arbitrator will be included in the collective agreement.

8. **The 2022-2026 Collective Agreement:** The parties agree that a new collective agreement will be in effect from April 1, 2022 until March 31, 2026. This 2022-2026 Collective Agreement shall be identical to the 2019-2022 Collective Agreement, except as amended by Schedule D. The parties also agree that either may seek changes to the 2022-2026 Collective Agreement by providing notice to bargain between January 1, 2022 and March 31, 2022, whereupon the provisions of paragraph 7 (a) to (m) inclusive shall apply as though they were set out hereunder in reference to the 2022-2026 Collective Agreement.
9. The parties agree that the present Memorandum concerns matters respecting the renewal or revision of collective agreements and/or the entering into of new collective agreements, and further agree that any dispute about its interpretation, application or alleged contravention shall be referred to an arbitrator for final and binding determination. For this purpose, the parties agree to adopt and follow the same procedure to address any dispute under this Memorandum as is set out in the collective agreement then in effect.
10. Nothing in the Memorandum detracts from the parties' right to agree to amendments to any existing collective agreement or to the terms set out in this Memorandum.
11. The parties agree that in no event shall the union engage in a strike or the employer engage in a lockout until the time this Memorandum is terminated pursuant to paragraph 12.
12. For clarity, the Parties agree that this Memorandum will terminate upon any of the following events occurring:
 - a. The parties agreeing in writing that this Memorandum should cease; or
 - b. March 31, 2026.
13. The Parties further agree that the terms and conditions in this Memorandum shall be incorporated into and form part of the collective agreements to which they apply.

In witness whereof, the parties hereto have signed this Memorandum of Agreement this 18th day of December, 2015.



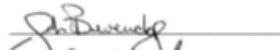
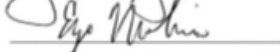
For: Air Canada



For: International Association of Machinists
and Aerospace Workers

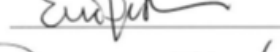
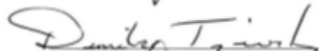




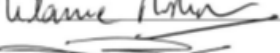














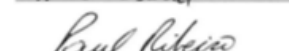
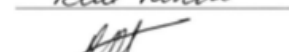
















APPENDIX XXXV – Pension Memorandum of Agreement

Pension Memorandum of Agreement

Between:

Air Canada

- and -

The International Association of Machinists
and Aerospace Workers and its District Lodge 140 ("IAMAW")
Applicable to TMOS only

TERMS OF AGREEMENT

New IAMAW Plan

1. Effective January 1, 2013 or such other date agreed to by the parties, Air Canada agrees to split the Air Canada Pension Plan for IAMAW represented employees, former employees and retirees (including their surviving spouses and other beneficiaries) and whose collective bargaining agent is or for retirees and former employees was, the IAMAW, and transfer the pro-rata share of the assets, equal to the transferring members' solvency liability multiplied by the Air Canada Pension Plan's solvency ratio, to the Pension Plan for Air Canada IAMAW Employees Formerly Employed by Canadian Airlines International Ltd (the "Plan") which will be renamed the Air Canada IAMAW Pension Plan ("the New Plan"). Air Canada will continue to be the Administrator of the New Plan. The applicable solvency ratio in the Air Canada Pension Plan shall be determined before any benefit changes, affecting members not represented by the IAMAW, become effective.
2. Air Canada agrees that the New IAMAW Plan Committee will operate in the same manner with the same responsibilities as the CAIL Plan committee currently operates. The New IAMAW Plan Committee will have 7 voting members, including 3 representatives of active members, one representative of retired members and 3 company representatives as well as one additional IAMAW non-voting member from each base not represented by a voting member. Three of the seven committee members will be appointed by the IAMAW as well as the retiree representative unless elected by the retirees and three will be appointed by Air Canada. The Plan Committee will meet at least twice per calendar year. The Company shall appoint the chair of the Plan Committee. The company shall pay all of the appropriate costs, including lost time, incurred for all committee members to attend committee meetings
3. Air Canada agrees to provide the Plan Committee with sufficient information consistent with its functions. In particular, Air Canada agrees to provide any changes to the Statement of Investment Policy and Objectives (SIP&O) to the Plan Committee as well as actuarial reports and audited financial statements.
4. If the IAMAW obtains the agreement from the other unions to amend the Income Tax Regulations to allow for the shares held by the IAMAW to be held for the benefit of the New IAMAW Plan, Air Canada will provide their assistance with respect to the request to amend the applicable sections of the Income Tax

Regulations and Trust Agreement, provided that any contributions from the trust remain eligible contributions under applicable tax rules.

Benefit Changes

5. The benefit changes provided for in this agreement will take effect on January 1, 2014.
6. The Company and the Union agree to the following changes to help address the solvency funding of the Air Canada pension plans for IAMAW represented plan members by replacing the rules to calculate early retirement pension by the following:
 - (a) a provision in the plans stating that an unreduced pension is payable for plan members who retire on or after age 55, with 80 points and with the consent of Air Canada.
 - (b) provisions in the plans, whereby pensionable age shall be age 65; any member who does not meet the above criteria shall have his pension actuarially reduced from pensionable age.

The parties also agree to the following:

- (c) a provision in the IAMAW Collective Agreement stating that Air Canada will not deny consent for an unreduced pension payable for IAMAW represented plan members retiring on or after age 55 with 80 points from the plans. For certainty this clause 6 (c) will serve as that IAMAW Collective Agreement provision for the term of each successive Collective Agreement.
- (d) a provision in the IAMAW Collective Agreement stating that IAMAW represented plan members who are involuntarily terminated will receive consent for an unreduced pension from the date they would have reached the age of 55 with 80 points without projection of service. For example, members who:
 - Die while in service before termination or retirement;
 - Terminate or retire on account of total and permanent disability;
 - Resign due to a terminal condition; or
 - Are terminated by the Company except for cause.

This section 6. (d) does not apply in case of plan termination.

7. Air Canada agrees during the current Collective Agreement to fund, on both a going concern and solvency basis, the unreduced early retirement of all members who satisfy the eligibility criteria set out in section 6. (a) of this Agreement. During the current Collective Agreement Air Canada agrees to fund on a going concern basis assuming that these consent benefits will continue after the expiry of the

Collective Agreement.

8. This item intentionally left blank.
9. The benefit reductions (including the terms of the consent benefits) and the split of the Air Canada Pension Plan in this agreement are subject to the approval of OSFI. IAMAW will support Air Canada's request for OSFI's approval for the above pension plan changes.
10. Air Canada shall draft the new IAMAW Plan text and the amendments to the Air Canada Pension Plan and draft any other documents required to implement this MOA for the IAMAW's review and confirmation that such documents properly reflect the terms of the MOA.

Plan For New IAMAW Represented Employees

11. All new employees hired on or after the date of Arbitrator Michel Picher's decision that constitutes the new Collective Agreement and whose collective bargaining agent is the IAMAW will participate in a federal multi-employer pension plan that the IAMAW is establishing (the "IAMAW MEPP"), if IAMAW and OSFI confirm that such plan qualifies as a multi-employer pension plan and a negotiated contribution plan under the Pension Benefits Standards Act (PBSA). Notwithstanding that Air Canada and the IAMAW have agreed to the IAMAW MEPP, Air Canada acknowledges that there will be a delay before the

IAMAW MEPP is established as other participating employers are required.

If the IAMAW MEPP has not been established or does not qualify as a multi-employer pension plan and a negotiated contribution plan, all new employees will participate in an interim defined contribution pension plan ("Interim DC"), described below at section 16.

12. Employer and employee contributions to the IAMAW MEPP will be equal to 6 percent of salary each, for a total contribution of 12 percent.
13. The IAMAW MEPP will be governed by an independent board of trustees. Air Canada will not become a participating employer in the IAMAW MEPP until Air Canada is satisfied that the following conditions are met:
 - (a) Air Canada's sole responsibility with respect to the IAMAW MEPP will be to remit contributions in accordance with the section 12 above.
 - (b) Air Canada will bear no other responsibility, including (without limitation) for any unfunded liability or deficit in the IAMAW MEPP, under any circumstances, including as a result of the manner in which the IAMAW MEPP is administered.
 - (c) In the event that the IAMAW MEPP no longer qualifies either as a multi-employer pension plan or a negotiated contribution plan under the Pension

Benefits Standards Act (PBSA), Air Canada shall cease to be a participating employer under the IAMAW MEPP and all employee and employer contributions shall cease. No replacement defined benefit pension plan shall be established. Air Canada and the IAMAW will meet to discuss potential alternatives.

- (d) The text of the IAMAW MEPP and any other documents required to implement this MOA properly reflect the terms of the MOA.
 - (e) The IAMAW MEPP indemnify all members of the Board of Trustees and carry appropriate insurance for the said board.
 - (f) The Board of Trustees upon the establishment of the IAMAW MEPP is acceptable;
 - (g) The benefits under the IAMAW MEPP will be reduced to the extent that they are not fully funded upon plan termination.
14. If Air Canada is not satisfied that the conditions in section 13 are met, then Air Canada will so advise the IAMAW in writing, and Air Canada and the IAMAW will meet to discuss potential solutions.
 15. The IAMAW will communicate to its members eligible to participate in the IAMAW MEPP that (i) Air Canada's sole obligation with respect to that plan is limited to its section 12 above contribution obligation, and (ii) benefits under that plan can be reduced while the plan is ongoing or immediately prior to the termination of that plan.
 16. The Interim DC shall be registered under the Pension Benefits Standards Act and administered by a board of trustees. The Interim DC will be effective on the date of Arbitrator Michel Picher's decision that constitutes the new Collective Agreement. All employees hired on or after such date and before the MEPP is implemented shall become members of the Interim DC. Employer and employee contributions shall commence when the Interim DC is implemented. If the Interim DC is implemented by the end of 2012, there will be a one-time contribution retroactive to the employee's date of hire with the corresponding employer contribution. Air Canada will become a participating employer in the Interim DC when Air Canada is satisfied that the following conditions are met:
 - (a) Air Canada's sole responsibility with respect to the Interim DC will be to remit contributions in the amount required under section 12. Air Canada shall not be responsible for any costs associated with establishment of the Interim DC, maintenance of the Interim DC or conversion or transfer of the Interim DC to an IAMAW MEPP.
 - (b) The Interim DC shall not have any benefit provisions other than defined contribution provisions at establishment and may not be amended to contain provisions other than defined contribution provisions.

- (c) Air Canada will bear no other responsibility, under any circumstances, including as a result of the manner in which the Interim DC is administered.
- (d) The text of the Interim DC and any other documents required to implement the Interim DC shall properly reflect the terms of this section 16.
- (e) The Interim DC fund shall be used to indemnify all members of the board of trustees of the Interim DC and to provide appropriate insurance for the said board.
- (f) The board of trustees upon the establishment of the Interim DC is acceptable.
- (g) In the event that an IAMAW MEPP is implemented and Air Canada becomes a participating employer to an IAMAW MEPP as contemplated in accordance with sections 11 to 13, all assets in the Interim DC may be transferred to the IAMAW MEPP. Alternatively, the Interim DC may be amended to become the IAMAW MEPP. In either case, no transfer or conversion may be effective unless Air Canada is satisfied that the other conditions of sections 11 to 13 are met.

This Pension MOA shall form part of the Company's Collective Agreement with the Union.

As agreed to by the parties in Toronto, Ontario on this 7th day of January, 2016.

For Air Canada


John Beveridge

For the IAMAW


Ken Russell

Appendix 1 to the Pension Memorandum of Agreement

WHEREAS the Company administers ten defined benefit registered pension plans (the “Plans”);

WHEREAS the Union represents approximately 8,000 employees;

WHEREAS in 2009 the parties agreed, along with the other Canadian-based unions, to temporary solvency deficit funding relief, following which the Government of Canada adopted the Air Canada Pension Plan Funding Regulations, 2009, which will expire in 2014;

WHEREAS the Federal Government continued to request that Air Canada and its Canadian-based unions engage in discussions to address the long-term sustainability of the pension plans;

WHEREAS the parties are committed to the sustainability of the Air Canada pension plans over the long term;

WHEREAS the parties recognize that a reduction in the Company’s pension funding obligations is required;

NOW THEREFORE, the Company and the Union agree as follows:

1. The Company and the Union shall vigorously support regulations under the Pension Benefits Standards Act, 1985 (the “Special Regulation”) that provide for the funding relief set out below. The Company and the Union shall cooperate, act diligently, and take all actions required to implement this Appendix 1 of the Pension MOA and obtain enactment of the Special Regulation, including, without limitation, the making of representations to any governmental authority in support of implementation of this Appendix 1 of this MOA and enactment of the Special Regulations.
2. In each plan year for the period from January 1, 2014 to December 31, 2023, the aggregate past service contribution in respect of solvency deficits and going concern unfunded liabilities for all Plans combined shall equal the lesser of:
 - (a) \$150 million; and
 - (b) the maximum past service contribution permitted under the Income Tax Act.
3. The past service contribution described in section 2 of this Appendix 1 will be determined on a Plan-by-Plan basis, with the contribution to a particular Plan being the pro rata share of that Plan’s solvency deficit to the aggregate solvency deficit for all the Plans in solvency deficit, all as determined as at January 1 of each year, where such solvency deficit:
 - (a) is determined as the solvency liabilities less the market value of the assets of the Plan, as determined by the Company’s actuary; and

(b) shall not be less than zero for any Plan.

For further clarity, should a Plan have a solvency surplus, such Plan shall be excluded from the pro rata allocation of the past service contribution.

4. The past service contribution to be made to each Plan during a Plan year shall be paid in equal monthly instalments, except that the past service contribution determined in a valuation will remain in effect until the next valuation is filed. When the next valuation is filed, there will be a retroactive adjustment made at the next scheduled remittance date.
5. Air Canada may elect to have past service contributions determined, for that plan year, in respect of all Air Canada pension plans collectively, in accordance with the Pension Benefits Standards Act, 1985, and any applicable regulations thereunder rather than the amounts provided under the Special Regulation.
6. It is a condition of this Appendix 1 of this Pension MOA, and the Special Regulation shall so provide, that there will be no outstanding deemed trust relating to the Plans, except:
 - (a) if and when any contribution required by the application of this Appendix 1 of this Pension MOA is not remitted to the Plan by the due date described herein; or
 - (b) in respect of amounts deducted by the Company from members' remuneration that are not remitted to the Plan when due.
7. Actuarial methods and assumptions to be employed shall be at the discretion of the actuary, within the standards of the Canadian Institute of Actuaries.
8. All dollar amounts expressed herein are expressed in Canadian dollars (CAD).

APPENDIX XXXXVI – Wage scales 2020 to 2025

	PERIOD 1			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
<u>TECHNICAL SERVICES</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Shift Foreman	\$ 1,649.12	\$ 41.23	\$ 7,170.73	\$ 1,715.75	\$ 42.89	\$ 7,460.43	\$ 1,750.06	\$ 43.75	\$ 7,609.64
Process Auditor 2	\$ 1,714.81	\$ 42.87	\$ 7,456.38	\$ 1,784.09	\$ 44.60	\$ 7,757.62	\$ 1,819.77	\$ 45.49	\$ 7,912.77
Process Auditor 1	\$ 1,686.40	\$ 42.16	\$ 7,332.81	\$ 1,754.53	\$ 43.86	\$ 7,629.05	\$ 1,789.62	\$ 44.74	\$ 7,781.63
Lead Aircraft Maintenance Engineer 2	\$ 1,766.44	\$ 44.16	\$ 7,680.86	\$ 1,837.81	\$ 45.95	\$ 7,991.17	\$ 1,874.56	\$ 46.86	\$ 8,150.99
Lead Aircraft Maintenance Engineer 1	\$ 1,731.34	\$ 43.28	\$ 7,528.25	\$ 1,801.29	\$ 45.03	\$ 7,832.39	\$ 1,837.31	\$ 45.93	\$ 7,989.04
Aircraft Maintenance Engineer 5*	\$ 1,715.84	\$ 42.90	\$ 7,460.84	\$ 1,785.16	\$ 44.63	\$ 7,762.26	\$ 1,820.86	\$ 45.52	\$ 7,917.51
Aircraft Maintenance Engineer 4	\$ 1,618.27	\$ 40.46	\$ 7,036.60	\$ 1,683.65	\$ 42.09	\$ 7,320.88	\$ 1,717.32	\$ 42.93	\$ 7,467.30
Aircraft Maintenance Engineer 3	\$ 1,505.61	\$ 37.64	\$ 6,546.73	\$ 1,566.44	\$ 39.16	\$ 6,811.22	\$ 1,597.77	\$ 39.94	\$ 6,947.44
Aircraft Maintenance Engineer 2	\$ 1,392.96	\$ 34.82	\$ 6,056.90	\$ 1,449.24	\$ 36.23	\$ 6,301.60	\$ 1,478.22	\$ 36.96	\$ 6,427.63
Aircraft Maintenance Engineer 1	\$ 1,280.31	\$ 32.01	\$ 5,567.08	\$ 1,332.04	\$ 33.30	\$ 5,791.99	\$ 1,358.68	\$ 33.97	\$ 5,907.83
Aircraft Technician 4	\$ 1,430.40	\$ 35.76	\$ 6,219.70	\$ 1,488.19	\$ 37.20	\$ 6,470.97	\$ 1,517.96	\$ 37.95	\$ 6,600.39
Aircraft Technician 3	\$ 1,304.27	\$ 32.61	\$ 5,671.26	\$ 1,356.97	\$ 33.92	\$ 5,900.38	\$ 1,384.10	\$ 34.60	\$ 6,018.38
Aircraft Technician 2	\$ 1,281.10	\$ 32.03	\$ 5,570.49	\$ 1,332.85	\$ 33.32	\$ 5,795.54	\$ 1,359.51	\$ 33.99	\$ 5,911.45
Aircraft Technician 1	\$ 1,235.18	\$ 30.88	\$ 5,370.82	\$ 1,285.08	\$ 32.13	\$ 5,587.81	\$ 1,310.78	\$ 32.77	\$ 5,699.56
Lead Mechanic	\$ 1,523.68	\$ 38.09	\$ 6,625.27	\$ 1,585.23	\$ 39.63	\$ 6,892.93	\$ 1,616.94	\$ 40.42	\$ 7,030.79
Mechanic 4	\$ 1,430.40	\$ 35.76	\$ 6,219.70	\$ 1,488.19	\$ 37.20	\$ 6,470.97	\$ 1,517.96	\$ 37.95	\$ 6,600.39
Mechanic 3	\$ 1,304.27	\$ 32.61	\$ 5,671.26	\$ 1,356.97	\$ 33.92	\$ 5,900.38	\$ 1,384.10	\$ 34.60	\$ 6,018.38
Mechanic 2	\$ 1,281.10	\$ 32.03	\$ 5,570.49	\$ 1,332.85	\$ 33.32	\$ 5,795.54	\$ 1,359.51	\$ 33.99	\$ 5,911.45
Mechanic 1	\$ 1,235.18	\$ 30.88	\$ 5,370.82	\$ 1,285.08	\$ 32.13	\$ 5,587.81	\$ 1,310.78	\$ 32.77	\$ 5,699.56
Junior Mechanic 4	\$ 1,186.45	\$ 29.66	\$ 5,158.92	\$ 1,234.38	\$ 30.86	\$ 5,367.34	\$ 1,259.07	\$ 31.48	\$ 5,474.69
Junior Mechanic 3	\$ 1,127.18	\$ 28.18	\$ 4,901.21	\$ 1,172.72	\$ 29.32	\$ 5,099.22	\$ 1,196.17	\$ 29.90	\$ 5,201.21
Junior Mechanic 2	\$ 1,065.01	\$ 26.63	\$ 4,630.88	\$ 1,108.03	\$ 27.70	\$ 4,817.97	\$ 1,130.19	\$ 28.25	\$ 4,914.33
Junior Mechanic 1	\$ 1,008.04	\$ 25.20	\$ 4,383.16	\$ 1,048.76	\$ 26.22	\$ 4,560.24	\$ 1,069.74	\$ 26.74	\$ 4,651.44

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
<u>TECHNICAL SERVICES</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Learner 4	\$ 951.87	\$ 23.80	\$ 4,138.94	\$ 970.91	\$ 24.27	\$ 4,221.72	\$ 990.33	\$ 24.76	\$ 4,306.16
Learner 3	\$ 878.78	\$ 21.97	\$ 3,821.13	\$ 896.36	\$ 22.41	\$ 3,897.56	\$ 914.28	\$ 22.86	\$ 3,975.51
Learner 2	\$ 811.29	\$ 20.28	\$ 3,527.66	\$ 827.52	\$ 20.69	\$ 3,598.21	\$ 844.07	\$ 21.10	\$ 3,670.18
Learner 1	\$ 748.95	\$ 18.72	\$ 3,256.61	\$ 763.93	\$ 19.10	\$ 3,321.74	\$ 779.21	\$ 19.48	\$ 3,388.18
Helper 2	\$ 1,066.40	\$ 26.66	\$ 4,636.93	\$ 1,087.73	\$ 27.19	\$ 4,729.67	\$ 1,109.48	\$ 27.74	\$ 4,824.26
Helper 1	\$ 982.06	\$ 24.55	\$ 4,270.20	\$ 1,001.70	\$ 25.04	\$ 4,355.60	\$ 1,021.73	\$ 25.54	\$ 4,442.71
Lead Cleaner	\$ 1,047.31	\$ 26.18	\$ 4,553.92	\$ 1,068.26	\$ 26.71	\$ 4,645.00	\$ 1,089.62	\$ 27.24	\$ 4,737.90
Cleaner 4	\$ 1,009.81	\$ 25.25	\$ 4,390.89	\$ 1,030.01	\$ 25.75	\$ 4,478.71	\$ 1,050.61	\$ 26.27	\$ 4,568.28
Cleaner 3	\$ 925.57	\$ 23.14	\$ 4,024.59	\$ 944.08	\$ 23.60	\$ 4,105.08	\$ 962.97	\$ 24.07	\$ 4,187.18
Cleaner 2	\$ 771.55	\$ 19.29	\$ 3,354.88	\$ 786.98	\$ 19.67	\$ 3,421.98	\$ 802.72	\$ 20.07	\$ 3,490.42
Cleaner 1	\$ 617.51	\$ 15.44	\$ 2,685.08	\$ 629.86	\$ 15.75	\$ 2,738.78	\$ 642.46	\$ 16.06	\$ 2,793.55
Lead Building Attendant	\$ 1,028.40	\$ 25.71	\$ 4,471.69	\$ 1,048.96	\$ 26.22	\$ 4,561.12	\$ 1,069.94	\$ 26.75	\$ 4,652.34
Building Attendant 4	\$ 971.87	\$ 24.30	\$ 4,225.89	\$ 991.30	\$ 24.78	\$ 4,310.40	\$ 1,011.13	\$ 25.28	\$ 4,396.61
Building Attendant 3	\$ 887.88	\$ 22.20	\$ 3,860.69	\$ 905.64	\$ 22.64	\$ 3,937.91	\$ 923.75	\$ 23.09	\$ 4,016.66
Building Attendant 2	\$ 752.73	\$ 18.82	\$ 3,273.03	\$ 767.78	\$ 19.19	\$ 3,338.49	\$ 783.14	\$ 19.58	\$ 3,405.26
Building Attendant 1	\$ 617.51	\$ 15.44	\$ 2,685.08	\$ 629.86	\$ 15.75	\$ 2,738.78	\$ 642.46	\$ 16.06	\$ 2,793.55
Stationary Plant Operator (2nd Class) 3	\$ 1,430.40	\$ 35.76	\$ 6,219.70	\$ 1,459.01	\$ 36.48	\$ 6,344.09	\$ 1,488.19	\$ 37.20	\$ 6,470.97
Stationary Plant Operator (2nd Class) 2	\$ 1,362.50	\$ 34.06	\$ 5,924.45	\$ 1,389.75	\$ 34.74	\$ 6,042.94	\$ 1,417.55	\$ 35.44	\$ 6,163.80
Stationary Plant Operator (2nd Class) 1	\$ 1,294.67	\$ 32.37	\$ 5,629.49	\$ 1,320.56	\$ 33.01	\$ 5,742.08	\$ 1,346.97	\$ 33.67	\$ 5,856.92
Stationary Plant Operator (3rd Class) 2	\$ 1,227.21	\$ 30.68	\$ 5,336.16	\$ 1,251.75	\$ 31.29	\$ 5,442.89	\$ 1,276.79	\$ 31.92	\$ 5,551.74
Stationary Plant Operator (3rd Class) 1	\$ 1,159.78	\$ 28.99	\$ 5,042.98	\$ 1,182.98	\$ 29.57	\$ 5,143.84	\$ 1,206.64	\$ 30.17	\$ 5,246.72
Stationary Plant Operator (4th Class) 2	\$ 1,063.69	\$ 26.59	\$ 4,625.17	\$ 1,084.97	\$ 27.12	\$ 4,717.67	\$ 1,106.67	\$ 27.67	\$ 4,812.02
Stationary Plant Operator (4th Class) 1	\$ 980.29	\$ 24.51	\$ 4,262.52	\$ 999.90	\$ 25.00	\$ 4,347.77	\$ 1,019.90	\$ 25.50	\$ 4,434.72
Stationary Plant Operator 2	\$ 965.88	\$ 24.15	\$ 4,199.87	\$ 985.20	\$ 24.63	\$ 4,283.86	\$ 1,004.90	\$ 25.12	\$ 4,369.54
Stationary Plant Operator 1	\$ 901.90	\$ 22.55	\$ 3,921.66	\$ 919.94	\$ 23.00	\$ 4,000.09	\$ 938.34	\$ 23.46	\$ 4,080.10

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Licensed Planner -6	\$ 1,714.81	\$ 42.87	\$ 7,456.38	\$ 1,784.09	\$ 44.60	\$ 7,757.62	\$ 1,819.77	\$ 45.49	\$ 7,912.77
Licensed Planner -5	\$ 1,686.40	\$ 42.16	\$ 7,332.81	\$ 1,754.53	\$ 43.86	\$ 7,629.05	\$ 1,789.62	\$ 44.74	\$ 7,781.63
Licensed Planner -4	\$ 1,650.62	\$ 41.27	\$ 7,177.26	\$ 1,717.31	\$ 42.93	\$ 7,467.22	\$ 1,751.65	\$ 43.79	\$ 7,616.57
Licensed Planner -3	\$ 1,535.73	\$ 38.39	\$ 6,677.69	\$ 1,597.78	\$ 39.94	\$ 6,947.47	\$ 1,629.73	\$ 40.74	\$ 7,086.42
Licensed Planner -2	\$ 1,420.83	\$ 35.52	\$ 6,178.08	\$ 1,478.23	\$ 36.96	\$ 6,427.67	\$ 1,507.80	\$ 37.69	\$ 6,556.22
Licensed Planner-1	\$ 1,305.92	\$ 32.65	\$ 5,678.41	\$ 1,358.68	\$ 33.97	\$ 5,907.82	\$ 1,385.85	\$ 34.65	\$ 6,025.97
Planner-10	\$ 1,511.67	\$ 37.79	\$ 6,573.08	\$ 1,572.75	\$ 39.32	\$ 6,838.64	\$ 1,604.20	\$ 40.11	\$ 6,975.41
Planner -9	\$ 1,459.01	\$ 36.48	\$ 6,344.09	\$ 1,517.95	\$ 37.95	\$ 6,600.39	\$ 1,548.31	\$ 38.71	\$ 6,732.40
Planner -8	\$ 1,330.36	\$ 33.26	\$ 5,784.70	\$ 1,384.11	\$ 34.60	\$ 6,018.40	\$ 1,411.79	\$ 35.29	\$ 6,138.77
Planner -7	\$ 1,306.71	\$ 32.67	\$ 5,681.87	\$ 1,359.50	\$ 33.99	\$ 5,911.41	\$ 1,386.69	\$ 34.67	\$ 6,029.64
Planner -6	\$ 1,259.88	\$ 31.50	\$ 5,478.22	\$ 1,310.78	\$ 32.77	\$ 5,699.54	\$ 1,336.99	\$ 33.42	\$ 5,813.53
Planner -5	\$ 1,201.73	\$ 30.04	\$ 5,225.36	\$ 1,250.28	\$ 31.26	\$ 5,436.47	\$ 1,275.28	\$ 31.88	\$ 5,545.19
Planner -4	\$ 1,139.93	\$ 28.50	\$ 4,956.66	\$ 1,185.98	\$ 29.65	\$ 5,156.91	\$ 1,209.70	\$ 30.24	\$ 5,260.05
Planner -3	\$ 1,078.16	\$ 26.95	\$ 4,688.06	\$ 1,121.71	\$ 28.04	\$ 4,877.46	\$ 1,144.15	\$ 28.60	\$ 4,975.00
Planner -2	\$ 1,016.36	\$ 25.41	\$ 4,419.36	\$ 1,057.42	\$ 26.44	\$ 4,597.90	\$ 1,078.57	\$ 26.96	\$ 4,689.86
Planner -1	\$ 954.06	\$ 23.85	\$ 4,148.45	\$ 992.60	\$ 24.82	\$ 4,316.05	\$ 1,012.45	\$ 25.31	\$ 4,402.37
Senior Technical Data Controller 6	\$ 1,221.29	\$ 30.53	\$ 5,310.43	\$ 1,270.63	\$ 31.77	\$ 5,524.97	\$ 1,296.04	\$ 32.40	\$ 5,635.47
Senior Technical Data Controller 5	\$ 1,190.40	\$ 29.76	\$ 5,176.10	\$ 1,238.49	\$ 30.96	\$ 5,385.22	\$ 1,263.26	\$ 31.58	\$ 5,492.92
Senior Technical Data Controller 4	\$ 1,158.99	\$ 28.97	\$ 5,039.52	\$ 1,205.81	\$ 30.15	\$ 5,243.12	\$ 1,229.93	\$ 30.75	\$ 5,347.98
Senior Technical Data Controller 3	\$ 1,128.09	\$ 28.20	\$ 4,905.20	\$ 1,173.67	\$ 29.34	\$ 5,103.37	\$ 1,197.14	\$ 29.93	\$ 5,205.43
Senior Technical Data Controller 2	\$ 1,096.68	\$ 27.42	\$ 4,768.61	\$ 1,140.99	\$ 28.52	\$ 4,961.27	\$ 1,163.81	\$ 29.10	\$ 5,060.49
Senior Technical Data Controller 1	\$ 1,065.80	\$ 26.65	\$ 4,634.34	\$ 1,108.86	\$ 27.72	\$ 4,821.56	\$ 1,131.04	\$ 28.28	\$ 4,918.00
ACM Communicator 3	\$ 1,105.98	\$ 27.65	\$ 4,809.04	\$ 1,150.66	\$ 28.77	\$ 5,003.32	\$ 1,173.67	\$ 29.34	\$ 5,103.39
ACM Communicator 2	\$ 1,075.19	\$ 26.88	\$ 4,675.14	\$ 1,118.62	\$ 27.97	\$ 4,864.02	\$ 1,141.00	\$ 28.52	\$ 4,961.30
ACM Communicator 1	\$ 1,044.90	\$ 26.12	\$ 4,543.46	\$ 1,087.12	\$ 27.18	\$ 4,727.01	\$ 1,108.86	\$ 27.72	\$ 4,821.55

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Technical Data Controller 6	\$ 1,040.56	\$ 26.01	\$ 4,524.59	\$ 1,061.37	\$ 26.53	\$ 4,615.08	\$ 1,082.60	\$ 27.07	\$ 4,707.38
Technical Data Controller 5	\$ 1,003.50	\$ 25.09	\$ 4,363.43	\$ 1,023.57	\$ 25.59	\$ 4,450.70	\$ 1,044.04	\$ 26.10	\$ 4,539.71
Technical Data Controller 4	\$ 966.41	\$ 24.16	\$ 4,202.17	\$ 985.74	\$ 24.64	\$ 4,286.21	\$ 1,005.46	\$ 25.14	\$ 4,371.94
Technical Data Controller 3	\$ 929.35	\$ 23.23	\$ 4,041.01	\$ 947.94	\$ 23.70	\$ 4,121.83	\$ 966.89	\$ 24.17	\$ 4,204.27
Technical Data Controller 2	\$ 892.28	\$ 22.31	\$ 3,879.85	\$ 910.13	\$ 22.75	\$ 3,957.44	\$ 928.33	\$ 23.21	\$ 4,036.59
Technical Data Controller 1	\$ 855.21	\$ 21.38	\$ 3,718.64	\$ 872.31	\$ 21.81	\$ 3,793.01	\$ 889.76	\$ 22.24	\$ 3,868.87
TDC Configuration Control 6	\$ 1,335.00	\$ 33.37	\$ 5,804.86	\$ 1,361.70	\$ 34.04	\$ 5,920.96	\$ 1,388.93	\$ 34.72	\$ 6,039.38
TDC Configuration Control 5	\$ 1,264.89	\$ 31.62	\$ 5,500.01	\$ 1,290.19	\$ 32.25	\$ 5,610.01	\$ 1,315.99	\$ 32.90	\$ 5,722.21
TDC Configuration Control 4	\$ 1,194.78	\$ 29.87	\$ 5,195.16	\$ 1,218.68	\$ 30.47	\$ 5,299.07	\$ 1,243.05	\$ 31.08	\$ 5,405.05
TDC Configuration Control 3	\$ 1,124.68	\$ 28.12	\$ 4,890.36	\$ 1,147.18	\$ 28.68	\$ 4,988.17	\$ 1,170.12	\$ 29.25	\$ 5,087.93
TDC Configuration Control 2	\$ 1,053.58	\$ 26.34	\$ 4,581.19	\$ 1,074.65	\$ 26.87	\$ 4,672.82	\$ 1,096.14	\$ 27.40	\$ 4,766.27
TDC Configuration Control 1	\$ 983.97	\$ 24.60	\$ 4,278.50	\$ 1,003.65	\$ 25.09	\$ 4,364.07	\$ 1,023.72	\$ 25.59	\$ 4,451.35
Licensed Technical Writer -6	\$ 1,714.81	\$ 42.87	\$ 7,456.38	\$ 1,749.11	\$ 43.73	\$ 7,605.51	\$ 1,784.09	\$ 44.60	\$ 7,757.62
Licensed Technical Writer -5	\$ 1,686.40	\$ 42.16	\$ 7,332.81	\$ 1,720.12	\$ 43.00	\$ 7,479.46	\$ 1,754.53	\$ 43.86	\$ 7,629.05
Licensed Technical Writer- 4	\$ 1,650.62	\$ 41.27	\$ 7,177.26	\$ 1,683.64	\$ 42.09	\$ 7,320.81	\$ 1,717.31	\$ 42.93	\$ 7,467.22
Licensed Technical Writer- 3	\$ 1,535.73	\$ 38.39	\$ 6,677.69	\$ 1,566.45	\$ 39.16	\$ 6,811.25	\$ 1,597.78	\$ 39.94	\$ 6,947.47
Licensed Technical Writer -2	\$ 1,420.83	\$ 35.52	\$ 6,178.08	\$ 1,449.25	\$ 36.23	\$ 6,301.64	\$ 1,478.23	\$ 36.96	\$ 6,427.67
Licensed Technical Writer -1	\$ 1,305.92	\$ 32.65	\$ 5,678.41	\$ 1,332.04	\$ 33.30	\$ 5,791.98	\$ 1,358.68	\$ 33.97	\$ 5,907.82
Technical Writer (Aeronautics) -6	\$ 1,511.67	\$ 37.79	\$ 6,573.08	\$ 1,541.91	\$ 38.55	\$ 6,704.55	\$ 1,572.75	\$ 39.32	\$ 6,838.64
Technical Writer (Aeronautics) -5	\$ 1,486.45	\$ 37.16	\$ 6,463.39	\$ 1,516.17	\$ 37.90	\$ 6,592.65	\$ 1,546.50	\$ 38.66	\$ 6,724.51
Technical Writer (Aeronautics) -4	\$ 1,459.01	\$ 36.48	\$ 6,344.09	\$ 1,488.19	\$ 37.20	\$ 6,470.97	\$ 1,517.95	\$ 37.95	\$ 6,600.39
Technical Writer (Aeronautics) -3	\$ 1,330.36	\$ 33.26	\$ 5,784.70	\$ 1,356.97	\$ 33.92	\$ 5,900.39	\$ 1,384.11	\$ 34.60	\$ 6,018.40
Technical Writer (Aeronautics) -2	\$ 1,306.71	\$ 32.67	\$ 5,681.87	\$ 1,332.85	\$ 33.32	\$ 5,795.50	\$ 1,359.50	\$ 33.99	\$ 5,911.41
Technical Writer (Aeronautics) -1	\$ 1,259.88	\$ 31.50	\$ 5,478.22	\$ 1,285.08	\$ 32.13	\$ 5,587.78	\$ 1,310.78	\$ 32.77	\$ 5,699.54

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Technical Writer - Control Manual 6	\$ 1,376.91	\$ 34.42	\$ 5,987.10	\$ 1,404.45	\$ 35.11	\$ 6,106.84	\$ 1,432.54	\$ 35.81	\$ 6,228.98
Technical Writer - Control Manual 5	\$ 1,326.83	\$ 33.17	\$ 5,769.34	\$ 1,353.37	\$ 33.83	\$ 5,884.72	\$ 1,380.43	\$ 34.51	\$ 6,002.42
Technical Writer - Control Manual 4	\$ 1,276.76	\$ 31.92	\$ 5,551.62	\$ 1,302.29	\$ 32.56	\$ 5,662.65	\$ 1,328.34	\$ 33.21	\$ 5,775.91
Technical Writer - Control Manual 3	\$ 1,226.69	\$ 30.67	\$ 5,333.91	\$ 1,251.22	\$ 31.28	\$ 5,440.58	\$ 1,276.25	\$ 31.91	\$ 5,549.40
Technical Writer - Control Manual 2	\$ 1,151.59	\$ 28.79	\$ 5,007.36	\$ 1,174.62	\$ 29.37	\$ 5,107.50	\$ 1,198.11	\$ 29.95	\$ 5,209.65
Technical Writer - Control Manual 1	\$ 1,076.49	\$ 26.91	\$ 4,680.81	\$ 1,098.02	\$ 27.45	\$ 4,774.42	\$ 1,119.98	\$ 28.00	\$ 4,869.91
Technical Instructors GSE - 6	\$ 1,482.04	\$ 37.05	\$ 6,444.23	\$ 1,511.68	\$ 37.79	\$ 6,573.12	\$ 1,541.92	\$ 38.55	\$ 6,704.58
Technical Instructors GSE- 5	\$ 1,457.30	\$ 36.43	\$ 6,336.65	\$ 1,486.44	\$ 37.16	\$ 6,463.38	\$ 1,516.17	\$ 37.90	\$ 6,592.65
Technical Instructors GSE- 4	\$ 1,430.40	\$ 35.76	\$ 6,219.70	\$ 1,459.01	\$ 36.48	\$ 6,344.09	\$ 1,488.19	\$ 37.20	\$ 6,470.97
Technical Instructors GSE- 3	\$ 1,304.27	\$ 32.61	\$ 5,671.26	\$ 1,330.36	\$ 33.26	\$ 5,784.68	\$ 1,356.97	\$ 33.92	\$ 5,900.38
Technical Instructors GSE- 2	\$ 1,281.10	\$ 32.03	\$ 5,570.49	\$ 1,306.72	\$ 32.67	\$ 5,681.90	\$ 1,332.85	\$ 33.32	\$ 5,795.54
Technical Instructors GSE- 1	\$ 1,235.18	\$ 30.88	\$ 5,370.82	\$ 1,259.88	\$ 31.50	\$ 5,478.24	\$ 1,285.08	\$ 32.13	\$ 5,587.81
Business Analyst - Technical Services 4	\$ 1,514.61	\$ 37.87	\$ 6,585.86	\$ 1,544.90	\$ 38.62	\$ 6,717.57	\$ 1,575.80	\$ 39.40	\$ 6,851.93
Business Analyst - Technical Services 3	\$ 1,431.16	\$ 35.78	\$ 6,222.97	\$ 1,459.78	\$ 36.49	\$ 6,347.43	\$ 1,488.97	\$ 37.22	\$ 6,474.38
Business Analyst - Technical Services 2	\$ 1,347.70	\$ 33.69	\$ 5,860.09	\$ 1,374.65	\$ 34.37	\$ 5,977.29	\$ 1,402.15	\$ 35.05	\$ 6,096.84
Business Analyst - Technical Services 1	\$ 1,264.24	\$ 31.61	\$ 5,497.20	\$ 1,289.53	\$ 32.24	\$ 5,607.15	\$ 1,315.32	\$ 32.88	\$ 5,719.29
System Support Analyst 4	\$ 1,239.21	\$ 30.98	\$ 5,388.35	\$ 1,263.99	\$ 31.60	\$ 5,496.11	\$ 1,289.27	\$ 32.23	\$ 5,606.04
System Support Analyst 3	\$ 1,168.32	\$ 29.21	\$ 5,080.09	\$ 1,191.68	\$ 29.79	\$ 5,181.69	\$ 1,215.52	\$ 30.39	\$ 5,285.32
System Support Analyst 2	\$ 1,097.42	\$ 27.44	\$ 4,771.83	\$ 1,119.37	\$ 27.98	\$ 4,867.27	\$ 1,141.76	\$ 28.54	\$ 4,964.61
System Support Analyst 1	\$ 1,026.52	\$ 25.66	\$ 4,463.53	\$ 1,047.05	\$ 26.18	\$ 4,552.80	\$ 1,067.99	\$ 26.70	\$ 4,643.85

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
<u>TECHNICAL SERVICES</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Shift Foreman	\$ 1,750.06	\$ 43.75	\$ 7,609.64	\$ 1,785.06	\$ 44.63	\$ 7,761.83	\$ 1,820.76	\$ 45.52	\$ 7,917.07
Process Auditor 2	\$ 1,819.77	\$ 45.49	\$ 7,912.77	\$ 1,856.17	\$ 46.40	\$ 8,071.02	\$ 1,893.29	\$ 47.33	\$ 8,232.45
Process Auditor 1	\$ 1,789.62	\$ 44.74	\$ 7,781.63	\$ 1,825.41	\$ 45.64	\$ 7,937.27	\$ 1,861.92	\$ 46.55	\$ 8,096.01
Lead Aircraft Maintenance Engineer 2	\$ 1,874.56	\$ 46.86	\$ 8,150.99	\$ 1,912.05	\$ 47.80	\$ 8,314.01	\$ 1,950.29	\$ 48.76	\$ 8,480.29
Lead Aircraft Maintenance Engineer 1	\$ 1,837.31	\$ 45.93	\$ 7,989.04	\$ 1,874.06	\$ 46.85	\$ 8,148.82	\$ 1,911.54	\$ 47.79	\$ 8,311.79
Aircraft Maintenance Engineer 5*	\$ 1,820.86	\$ 45.52	\$ 7,917.51	\$ 1,857.28	\$ 46.43	\$ 8,075.86	\$ 1,894.43	\$ 47.36	\$ 8,237.37
Aircraft Maintenance Engineer 4	\$ 1,717.32	\$ 42.93	\$ 7,467.30	\$ 1,751.67	\$ 43.79	\$ 7,616.64	\$ 1,786.70	\$ 44.67	\$ 7,768.97
Aircraft Maintenance Engineer 3	\$ 1,597.77	\$ 39.94	\$ 6,947.44	\$ 1,629.72	\$ 40.74	\$ 7,086.39	\$ 1,662.32	\$ 41.56	\$ 7,228.12
Aircraft Maintenance Engineer 2	\$ 1,478.22	\$ 36.96	\$ 6,427.63	\$ 1,507.79	\$ 37.69	\$ 6,556.19	\$ 1,537.94	\$ 38.45	\$ 6,687.31
Aircraft Maintenance Engineer 1	\$ 1,358.68	\$ 33.97	\$ 5,907.83	\$ 1,385.85	\$ 34.65	\$ 6,025.99	\$ 1,413.57	\$ 35.34	\$ 6,146.51
Aircraft Technician 4	\$ 1,517.96	\$ 37.95	\$ 6,600.39	\$ 1,548.31	\$ 38.71	\$ 6,732.40	\$ 1,579.28	\$ 39.48	\$ 6,867.05
Aircraft Technician 3	\$ 1,384.10	\$ 34.60	\$ 6,018.38	\$ 1,411.79	\$ 35.29	\$ 6,138.75	\$ 1,440.02	\$ 36.00	\$ 6,261.53
Aircraft Technician 2	\$ 1,359.51	\$ 33.99	\$ 5,911.45	\$ 1,386.70	\$ 34.67	\$ 6,029.68	\$ 1,414.44	\$ 35.36	\$ 6,150.27
Aircraft Technician 1	\$ 1,310.78	\$ 32.77	\$ 5,699.56	\$ 1,337.00	\$ 33.42	\$ 5,813.55	\$ 1,363.74	\$ 34.09	\$ 5,929.82
Lead Mechanic	\$ 1,616.94	\$ 40.42	\$ 7,030.79	\$ 1,649.28	\$ 41.23	\$ 7,171.40	\$ 1,682.26	\$ 42.06	\$ 7,314.83
Mechanic 4	\$ 1,517.96	\$ 37.95	\$ 6,600.39	\$ 1,548.31	\$ 38.71	\$ 6,732.40	\$ 1,579.28	\$ 39.48	\$ 6,867.05
Mechanic 3	\$ 1,384.10	\$ 34.60	\$ 6,018.38	\$ 1,411.79	\$ 35.29	\$ 6,138.75	\$ 1,440.02	\$ 36.00	\$ 6,261.53
Mechanic 2	\$ 1,359.51	\$ 33.99	\$ 5,911.45	\$ 1,386.70	\$ 34.67	\$ 6,029.68	\$ 1,414.44	\$ 35.36	\$ 6,150.27
Mechanic 1	\$ 1,310.78	\$ 32.77	\$ 5,699.56	\$ 1,337.00	\$ 33.42	\$ 5,813.55	\$ 1,363.74	\$ 34.09	\$ 5,929.82
Junior Mechanic 4	\$ 1,259.07	\$ 31.48	\$ 5,474.69	\$ 1,284.25	\$ 32.11	\$ 5,584.18	\$ 1,309.93	\$ 32.75	\$ 5,695.86
Junior Mechanic 3	\$ 1,196.17	\$ 29.90	\$ 5,201.21	\$ 1,220.09	\$ 30.50	\$ 5,305.23	\$ 1,244.50	\$ 31.11	\$ 5,411.33
Junior Mechanic 2	\$ 1,130.19	\$ 28.25	\$ 4,914.33	\$ 1,152.80	\$ 28.82	\$ 5,012.61	\$ 1,175.85	\$ 29.40	\$ 5,112.87
Junior Mechanic 1	\$ 1,069.74	\$ 26.74	\$ 4,651.44	\$ 1,091.13	\$ 27.28	\$ 4,744.47	\$ 1,112.95	\$ 27.82	\$ 4,839.36

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
<u>TECHNICAL SERVICES</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Learner 4	\$ 1,010.13	\$ 25.25	\$ 4,392.28	\$ 1,030.34	\$ 25.76	\$ 4,480.13	\$ 1,050.94	\$ 26.27	\$ 4,569.73
Learner 3	\$ 932.57	\$ 23.31	\$ 4,055.02	\$ 951.22	\$ 23.78	\$ 4,136.12	\$ 970.25	\$ 24.26	\$ 4,218.84
Learner 2	\$ 860.95	\$ 21.52	\$ 3,743.58	\$ 878.17	\$ 21.95	\$ 3,818.45	\$ 895.73	\$ 22.39	\$ 3,894.82
Learner 1	\$ 794.80	\$ 19.87	\$ 3,455.94	\$ 810.69	\$ 20.27	\$ 3,525.06	\$ 826.90	\$ 20.67	\$ 3,595.56
Helper 2	\$ 1,131.67	\$ 28.29	\$ 4,920.75	\$ 1,154.30	\$ 28.86	\$ 5,019.16	\$ 1,177.39	\$ 29.43	\$ 5,119.54
Helper 1	\$ 1,042.17	\$ 26.05	\$ 4,531.57	\$ 1,063.01	\$ 26.58	\$ 4,622.20	\$ 1,084.27	\$ 27.11	\$ 4,714.64
Lead Cleaner	\$ 1,111.41	\$ 27.79	\$ 4,832.66	\$ 1,133.64	\$ 28.34	\$ 4,929.31	\$ 1,156.31	\$ 28.91	\$ 5,027.90
Cleaner 4	\$ 1,071.62	\$ 26.79	\$ 4,659.65	\$ 1,093.06	\$ 27.33	\$ 4,752.84	\$ 1,114.92	\$ 27.87	\$ 4,847.90
Cleaner 3	\$ 982.23	\$ 24.56	\$ 4,270.93	\$ 1,001.87	\$ 25.05	\$ 4,356.35	\$ 1,021.91	\$ 25.55	\$ 4,443.47
Cleaner 2	\$ 818.78	\$ 20.47	\$ 3,560.23	\$ 835.15	\$ 20.88	\$ 3,631.43	\$ 851.86	\$ 21.30	\$ 3,704.06
Cleaner 1	\$ 655.31	\$ 16.38	\$ 2,849.42	\$ 668.42	\$ 16.71	\$ 2,906.41	\$ 681.78	\$ 17.04	\$ 2,964.54
Lead Building Attendant	\$ 1,091.34	\$ 27.28	\$ 4,745.39	\$ 1,113.17	\$ 27.83	\$ 4,840.30	\$ 1,135.43	\$ 28.39	\$ 4,937.10
Building Attendant 4	\$ 1,031.35	\$ 25.78	\$ 4,484.54	\$ 1,051.98	\$ 26.30	\$ 4,574.24	\$ 1,073.02	\$ 26.83	\$ 4,665.72
Building Attendant 3	\$ 942.23	\$ 23.56	\$ 4,097.00	\$ 961.07	\$ 24.03	\$ 4,178.94	\$ 980.29	\$ 24.51	\$ 4,262.52
Building Attendant 2	\$ 798.80	\$ 19.97	\$ 3,473.36	\$ 814.78	\$ 20.37	\$ 3,542.83	\$ 831.07	\$ 20.78	\$ 3,613.69
Building Attendant 1	\$ 655.31	\$ 16.38	\$ 2,849.42	\$ 668.42	\$ 16.71	\$ 2,906.41	\$ 681.78	\$ 17.04	\$ 2,964.54
Stationary Plant Operator (2nd Class) 3	\$ 1,517.96	\$ 37.95	\$ 6,600.39	\$ 1,548.31	\$ 38.71	\$ 6,732.40	\$ 1,579.28	\$ 39.48	\$ 6,867.05
Stationary Plant Operator (2nd Class) 2	\$ 1,445.90	\$ 36.15	\$ 6,287.07	\$ 1,474.82	\$ 36.87	\$ 6,412.82	\$ 1,504.31	\$ 37.61	\$ 6,541.07
Stationary Plant Operator (2nd Class) 1	\$ 1,373.91	\$ 34.35	\$ 5,974.06	\$ 1,401.39	\$ 35.03	\$ 6,093.54	\$ 1,429.42	\$ 35.74	\$ 6,215.41
Stationary Plant Operator (3rd Class) 2	\$ 1,302.32	\$ 32.56	\$ 5,662.78	\$ 1,328.37	\$ 33.21	\$ 5,776.03	\$ 1,354.94	\$ 33.87	\$ 5,891.56
Stationary Plant Operator (3rd Class) 1	\$ 1,230.77	\$ 30.77	\$ 5,351.65	\$ 1,255.38	\$ 31.38	\$ 5,458.68	\$ 1,280.49	\$ 32.01	\$ 5,567.86
Stationary Plant Operator (4th Class) 2	\$ 1,128.80	\$ 28.22	\$ 4,908.26	\$ 1,151.38	\$ 28.78	\$ 5,006.43	\$ 1,174.40	\$ 29.36	\$ 5,106.56
Stationary Plant Operator (4th Class) 1	\$ 1,040.29	\$ 26.01	\$ 4,523.42	\$ 1,061.10	\$ 26.53	\$ 4,613.88	\$ 1,082.32	\$ 27.06	\$ 4,706.16
Stationary Plant Operator 2	\$ 1,025.00	\$ 25.63	\$ 4,456.93	\$ 1,045.50	\$ 26.14	\$ 4,546.07	\$ 1,066.41	\$ 26.66	\$ 4,636.99
Stationary Plant Operator 1	\$ 957.11	\$ 23.93	\$ 4,161.70	\$ 976.25	\$ 24.41	\$ 4,244.93	\$ 995.77	\$ 24.89	\$ 4,329.83

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Licensed Planner -6	\$ 1,819.77	\$ 45.49	\$ 7,912.77	\$ 1,856.17	\$ 46.40	\$ 8,071.02	\$ 1,893.29	\$ 47.33	\$ 8,232.45
Licensed Planner -5	\$ 1,789.62	\$ 44.74	\$ 7,781.63	\$ 1,825.41	\$ 45.64	\$ 7,937.27	\$ 1,861.92	\$ 46.55	\$ 8,096.01
Licensed Planner -4	\$ 1,751.65	\$ 43.79	\$ 7,616.57	\$ 1,786.69	\$ 44.67	\$ 7,768.90	\$ 1,822.42	\$ 45.56	\$ 7,924.28
Licensed Planner -3	\$ 1,629.73	\$ 40.74	\$ 7,086.42	\$ 1,662.33	\$ 41.56	\$ 7,228.15	\$ 1,695.57	\$ 42.39	\$ 7,372.71
Licensed Planner -2	\$ 1,507.80	\$ 37.69	\$ 6,556.22	\$ 1,537.95	\$ 38.45	\$ 6,687.35	\$ 1,568.71	\$ 39.22	\$ 6,821.09
Licensed Planner-1	\$ 1,385.85	\$ 34.65	\$ 6,025.97	\$ 1,413.57	\$ 35.34	\$ 6,146.49	\$ 1,441.84	\$ 36.05	\$ 6,269.42
Planner-10	\$ 1,604.20	\$ 40.11	\$ 6,975.41	\$ 1,636.28	\$ 40.91	\$ 7,114.92	\$ 1,669.01	\$ 41.73	\$ 7,257.22
Planner -9	\$ 1,548.31	\$ 38.71	\$ 6,732.40	\$ 1,579.28	\$ 39.48	\$ 6,867.04	\$ 1,610.86	\$ 40.27	\$ 7,004.38
Planner -8	\$ 1,411.79	\$ 35.29	\$ 6,138.77	\$ 1,440.03	\$ 36.00	\$ 6,261.55	\$ 1,468.83	\$ 36.72	\$ 6,386.78
Planner -7	\$ 1,386.69	\$ 34.67	\$ 6,029.64	\$ 1,414.43	\$ 35.36	\$ 6,150.24	\$ 1,442.72	\$ 36.07	\$ 6,273.24
Planner -6	\$ 1,336.99	\$ 33.42	\$ 5,813.53	\$ 1,363.73	\$ 34.09	\$ 5,929.80	\$ 1,391.01	\$ 34.78	\$ 6,048.40
Planner -5	\$ 1,275.28	\$ 31.88	\$ 5,545.19	\$ 1,300.79	\$ 32.52	\$ 5,656.10	\$ 1,326.80	\$ 33.17	\$ 5,769.22
Planner -4	\$ 1,209.70	\$ 30.24	\$ 5,260.05	\$ 1,233.90	\$ 30.85	\$ 5,365.25	\$ 1,258.58	\$ 31.46	\$ 5,472.55
Planner -3	\$ 1,144.15	\$ 28.60	\$ 4,975.00	\$ 1,167.03	\$ 29.18	\$ 5,074.50	\$ 1,190.37	\$ 29.76	\$ 5,175.99
Planner -2	\$ 1,078.57	\$ 26.96	\$ 4,689.86	\$ 1,100.14	\$ 27.50	\$ 4,783.66	\$ 1,122.15	\$ 28.05	\$ 4,879.33
Planner -1	\$ 1,012.45	\$ 25.31	\$ 4,402.37	\$ 1,032.70	\$ 25.82	\$ 4,490.42	\$ 1,053.36	\$ 26.33	\$ 4,580.22
Senior Technical Data Controller 6	\$ 1,296.04	\$ 32.40	\$ 5,635.47	\$ 1,321.96	\$ 33.05	\$ 5,748.18	\$ 1,348.40	\$ 33.71	\$ 5,863.14
Senior Technical Data Controller 5	\$ 1,263.26	\$ 31.58	\$ 5,492.92	\$ 1,288.52	\$ 32.21	\$ 5,602.78	\$ 1,314.30	\$ 32.86	\$ 5,714.84
Senior Technical Data Controller 4	\$ 1,229.93	\$ 30.75	\$ 5,347.98	\$ 1,254.52	\$ 31.36	\$ 5,454.94	\$ 1,279.62	\$ 31.99	\$ 5,564.04
Senior Technical Data Controller 3	\$ 1,197.14	\$ 29.93	\$ 5,205.43	\$ 1,221.09	\$ 30.53	\$ 5,309.54	\$ 1,245.51	\$ 31.14	\$ 5,415.73
Senior Technical Data Controller 2	\$ 1,163.81	\$ 29.10	\$ 5,060.49	\$ 1,187.09	\$ 29.68	\$ 5,161.70	\$ 1,210.83	\$ 30.27	\$ 5,264.94
Senior Technical Data Controller 1	\$ 1,131.04	\$ 28.28	\$ 4,918.00	\$ 1,153.66	\$ 28.84	\$ 5,016.36	\$ 1,176.73	\$ 29.42	\$ 5,116.68
ACM Communicator 3	\$ 1,173.67	\$ 29.34	\$ 5,103.39	\$ 1,197.15	\$ 29.93	\$ 5,205.46	\$ 1,221.09	\$ 30.53	\$ 5,309.57
ACM Communicator 2	\$ 1,141.00	\$ 28.52	\$ 4,961.30	\$ 1,163.82	\$ 29.10	\$ 5,060.53	\$ 1,187.09	\$ 29.68	\$ 5,161.74
ACM Communicator 1	\$ 1,108.86	\$ 27.72	\$ 4,821.55	\$ 1,131.04	\$ 28.28	\$ 4,917.99	\$ 1,153.66	\$ 28.84	\$ 5,016.34

	PERIOD 9			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Technical Data Controller 6	\$ 1,104.25	\$ 27.61	\$ 4,801.53	\$ 1,126.34	\$ 28.16	\$ 4,897.56	\$ 1,148.87	\$ 28.72	\$ 4,995.51
Technical Data Controller 5	\$ 1,064.92	\$ 26.62	\$ 4,630.51	\$ 1,086.22	\$ 27.16	\$ 4,723.12	\$ 1,107.94	\$ 27.70	\$ 4,817.58
Technical Data Controller 4	\$ 1,025.57	\$ 25.64	\$ 4,459.38	\$ 1,046.08	\$ 26.15	\$ 4,548.56	\$ 1,067.00	\$ 26.67	\$ 4,639.54
Technical Data Controller 3	\$ 986.23	\$ 24.66	\$ 4,288.35	\$ 1,005.96	\$ 25.15	\$ 4,374.12	\$ 1,026.08	\$ 25.65	\$ 4,461.60
Technical Data Controller 2	\$ 946.90	\$ 23.67	\$ 4,117.32	\$ 965.84	\$ 24.15	\$ 4,199.67	\$ 985.15	\$ 24.63	\$ 4,283.66
Technical Data Controller 1	\$ 907.56	\$ 22.69	\$ 3,946.25	\$ 925.71	\$ 23.14	\$ 4,025.17	\$ 944.22	\$ 23.61	\$ 4,105.67
TDC Configuration Control 6	\$ 1,416.71	\$ 35.42	\$ 6,160.17	\$ 1,445.05	\$ 36.13	\$ 6,283.37	\$ 1,473.95	\$ 36.85	\$ 6,409.04
TDC Configuration Control 5	\$ 1,342.31	\$ 33.56	\$ 5,836.66	\$ 1,369.16	\$ 34.23	\$ 5,953.39	\$ 1,396.54	\$ 34.91	\$ 6,072.46
TDC Configuration Control 4	\$ 1,267.91	\$ 31.70	\$ 5,513.15	\$ 1,293.27	\$ 32.33	\$ 5,623.41	\$ 1,319.13	\$ 32.98	\$ 5,735.88
TDC Configuration Control 3	\$ 1,193.52	\$ 29.84	\$ 5,189.69	\$ 1,217.39	\$ 30.43	\$ 5,293.49	\$ 1,241.74	\$ 31.04	\$ 5,399.36
TDC Configuration Control 2	\$ 1,118.07	\$ 27.95	\$ 4,861.60	\$ 1,140.43	\$ 28.51	\$ 4,958.83	\$ 1,163.24	\$ 29.08	\$ 5,058.01
TDC Configuration Control 1	\$ 1,044.19	\$ 26.10	\$ 4,540.38	\$ 1,065.08	\$ 26.63	\$ 4,631.19	\$ 1,086.38	\$ 27.16	\$ 4,723.81
Licensed Technical Writer -6	\$ 1,819.77	\$ 45.49	\$ 7,912.77	\$ 1,856.17	\$ 46.40	\$ 8,071.02	\$ 1,893.29	\$ 47.33	\$ 8,232.45
Licensed Technical Writer -5	\$ 1,789.62	\$ 44.74	\$ 7,781.63	\$ 1,825.41	\$ 45.64	\$ 7,937.27	\$ 1,861.92	\$ 46.55	\$ 8,096.01
Licensed Technical Writer- 4	\$ 1,751.65	\$ 43.79	\$ 7,616.57	\$ 1,786.69	\$ 44.67	\$ 7,768.90	\$ 1,822.42	\$ 45.56	\$ 7,924.28
Licensed Technical Writer- 3	\$ 1,629.73	\$ 40.74	\$ 7,086.42	\$ 1,662.33	\$ 41.56	\$ 7,228.15	\$ 1,695.57	\$ 42.39	\$ 7,372.71
Licensed Technical Writer -2	\$ 1,507.80	\$ 37.69	\$ 6,556.22	\$ 1,537.95	\$ 38.45	\$ 6,687.35	\$ 1,568.71	\$ 39.22	\$ 6,821.09
Licensed Technical Writer -1	\$ 1,385.85	\$ 34.65	\$ 6,025.97	\$ 1,413.57	\$ 35.34	\$ 6,146.49	\$ 1,441.84	\$ 36.05	\$ 6,269.42
Technical Writer (Aeronautics) -6	\$ 1,604.20	\$ 40.11	\$ 6,975.41	\$ 1,636.28	\$ 40.91	\$ 7,114.92	\$ 1,669.01	\$ 41.73	\$ 7,257.22
Technical Writer (Aeronautics) -5	\$ 1,577.43	\$ 39.44	\$ 6,859.00	\$ 1,608.98	\$ 40.22	\$ 6,996.18	\$ 1,641.16	\$ 41.03	\$ 7,136.10
Technical Writer (Aeronautics) -4	\$ 1,548.31	\$ 38.71	\$ 6,732.40	\$ 1,579.28	\$ 39.48	\$ 6,867.04	\$ 1,610.86	\$ 40.27	\$ 7,004.38
Technical Writer (Aeronautics) -3	\$ 1,411.79	\$ 35.29	\$ 6,138.77	\$ 1,440.03	\$ 36.00	\$ 6,261.55	\$ 1,468.83	\$ 36.72	\$ 6,386.78
Technical Writer (Aeronautics) -2	\$ 1,386.69	\$ 34.67	\$ 6,029.64	\$ 1,414.43	\$ 35.36	\$ 6,150.24	\$ 1,442.72	\$ 36.07	\$ 6,273.24
Technical Writer (Aeronautics) -1	\$ 1,336.99	\$ 33.42	\$ 5,813.53	\$ 1,363.73	\$ 34.09	\$ 5,929.80	\$ 1,391.01	\$ 34.78	\$ 6,048.40

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
TECHNICAL SERVICES	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Technical Writer - Control Manual 6	\$ 1,461.19	\$ 36.53	\$ 6,353.56	\$ 1,490.41	\$ 37.26	\$ 6,480.63	\$ 1,520.22	\$ 38.01	\$ 6,610.24
Technical Writer - Control Manual 5	\$ 1,408.04	\$ 35.20	\$ 6,122.47	\$ 1,436.20	\$ 35.91	\$ 6,244.92	\$ 1,464.93	\$ 36.62	\$ 6,369.81
Technical Writer - Control Manual 4	\$ 1,354.91	\$ 33.87	\$ 5,891.43	\$ 1,382.01	\$ 34.55	\$ 6,009.25	\$ 1,409.65	\$ 35.24	\$ 6,129.44
Technical Writer - Control Manual 3	\$ 1,301.77	\$ 32.54	\$ 5,660.38	\$ 1,327.81	\$ 33.20	\$ 5,773.59	\$ 1,354.36	\$ 33.86	\$ 5,889.06
Technical Writer - Control Manual 2	\$ 1,222.08	\$ 30.55	\$ 5,313.85	\$ 1,246.52	\$ 31.16	\$ 5,420.12	\$ 1,271.45	\$ 31.79	\$ 5,528.53
Technical Writer - Control Manual 1	\$ 1,142.38	\$ 28.56	\$ 4,967.31	\$ 1,165.23	\$ 29.13	\$ 5,066.66	\$ 1,188.53	\$ 29.71	\$ 5,167.99
Technical Instructors GSE - 6	\$ 1,572.75	\$ 39.32	\$ 6,838.67	\$ 1,604.21	\$ 40.11	\$ 6,975.44	\$ 1,636.29	\$ 40.91	\$ 7,114.95
Technical Instructors GSE- 5	\$ 1,546.50	\$ 38.66	\$ 6,724.50	\$ 1,577.43	\$ 39.44	\$ 6,858.99	\$ 1,608.98	\$ 40.22	\$ 6,996.17
Technical Instructors GSE- 4	\$ 1,517.96	\$ 37.95	\$ 6,600.39	\$ 1,548.31	\$ 38.71	\$ 6,732.40	\$ 1,579.28	\$ 39.48	\$ 6,867.05
Technical Instructors GSE- 3	\$ 1,384.10	\$ 34.60	\$ 6,018.38	\$ 1,411.79	\$ 35.29	\$ 6,138.75	\$ 1,440.02	\$ 36.00	\$ 6,261.53
Technical Instructors GSE- 2	\$ 1,359.51	\$ 33.99	\$ 5,911.45	\$ 1,386.70	\$ 34.67	\$ 6,029.68	\$ 1,414.44	\$ 35.36	\$ 6,150.27
Technical Instructors GSE- 1	\$ 1,310.78	\$ 32.77	\$ 5,699.56	\$ 1,337.00	\$ 33.42	\$ 5,813.55	\$ 1,363.74	\$ 34.09	\$ 5,929.82
Business Analyst - Technical Services 4	\$ 1,607.32	\$ 40.18	\$ 6,988.96	\$ 1,639.46	\$ 40.99	\$ 7,128.74	\$ 1,672.25	\$ 41.81	\$ 7,271.32
Business Analyst - Technical Services 3	\$ 1,518.75	\$ 37.97	\$ 6,603.87	\$ 1,549.13	\$ 38.73	\$ 6,735.95	\$ 1,580.11	\$ 39.50	\$ 6,870.66
Business Analyst - Technical Services 2	\$ 1,430.19	\$ 35.75	\$ 6,218.77	\$ 1,458.79	\$ 36.47	\$ 6,343.15	\$ 1,487.97	\$ 37.20	\$ 6,470.01
Business Analyst - Technical Services 1	\$ 1,341.63	\$ 33.54	\$ 5,833.68	\$ 1,368.46	\$ 34.21	\$ 5,950.35	\$ 1,395.83	\$ 34.90	\$ 6,069.36
System Support Analyst 4	\$ 1,315.06	\$ 32.88	\$ 5,718.16	\$ 1,341.36	\$ 33.53	\$ 5,832.52	\$ 1,368.19	\$ 34.20	\$ 5,949.17
System Support Analyst 3	\$ 1,239.83	\$ 31.00	\$ 5,391.03	\$ 1,264.62	\$ 31.62	\$ 5,498.85	\$ 1,289.92	\$ 32.25	\$ 5,608.83
System Support Analyst 2	\$ 1,164.59	\$ 29.11	\$ 5,063.91	\$ 1,187.89	\$ 29.70	\$ 5,165.18	\$ 1,211.64	\$ 30.29	\$ 5,268.49
System Support Analyst 1	\$ 1,089.35	\$ 27.23	\$ 4,736.73	\$ 1,111.14	\$ 27.78	\$ 4,831.46	\$ 1,133.36	\$ 28.33	\$ 4,928.09

5.06.01**Midnight Shift -**

\$2.00 per hour premium for all hours worked between 23:00 and 07:00.

Note: Applicable lump sums and wage uplifts will be paid out as of the first full pay period in April of each year.

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Lead Cargo Rating Unit Specialist	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cargo Rating Unit Specialist 3	\$ 1,315.10	\$ 32.88	\$ 5,718.32	\$ 1,341.40	\$ 33.53	\$ 5,832.69	\$ 1,368.23	\$ 34.21	\$ 5,949.34
Cargo Rating Unit Specialist 2	\$ 1,277.43	\$ 31.94	\$ 5,554.56	\$ 1,302.98	\$ 32.57	\$ 5,665.65	\$ 1,329.04	\$ 33.23	\$ 5,778.96
Cargo Rating Unit Specialist 1	\$ 1,182.95	\$ 29.57	\$ 5,143.70	\$ 1,206.60	\$ 30.17	\$ 5,246.57	\$ 1,230.74	\$ 30.77	\$ 5,351.50
Lead Customer Service Agent - Airports	\$ 1,303.93	\$ 32.60	\$ 5,669.78	\$ 1,330.01	\$ 33.25	\$ 5,783.18	\$ 1,356.61	\$ 33.92	\$ 5,898.84
Customer Service Agent - Airports 2	\$ 1,224.25	\$ 30.61	\$ 5,323.30	\$ 1,248.73	\$ 31.22	\$ 5,429.76	\$ 1,273.71	\$ 31.84	\$ 5,538.36
Customer Service Agent - Airports 1	\$ 1,176.69	\$ 29.42	\$ 5,116.51	\$ 1,200.23	\$ 30.01	\$ 5,218.84	\$ 1,224.23	\$ 30.61	\$ 5,323.22
Lead Customer Service Agent - Weight & Balance	\$ 1,303.93	\$ 32.60	\$ 5,669.78	\$ 1,330.01	\$ 33.25	\$ 5,783.18	\$ 1,356.61	\$ 33.92	\$ 5,898.84
Customer Service Agent - Weight & Balance 2	\$ 1,224.25	\$ 30.61	\$ 5,323.30	\$ 1,248.73	\$ 31.22	\$ 5,429.76	\$ 1,273.71	\$ 31.84	\$ 5,538.36
Customer Service Agent - Weight & Balance 1	\$ 1,176.70	\$ 29.42	\$ 5,116.56	\$ 1,200.24	\$ 30.01	\$ 5,218.89	\$ 1,224.24	\$ 30.61	\$ 5,323.26
Lead Customer Service Agent - Cargo	\$ 1,272.43	\$ 31.81	\$ 5,532.80	\$ 1,297.88	\$ 32.45	\$ 5,643.45	\$ 1,323.84	\$ 33.10	\$ 5,756.32
Lead Customer Service Agent - Baggage	\$ 1,272.43	\$ 31.81	\$ 5,532.80	\$ 1,297.88	\$ 32.45	\$ 5,643.45	\$ 1,323.84	\$ 33.10	\$ 5,756.32
Lead Customer Service Agent	\$ 1,272.43	\$ 31.81	\$ 5,532.80	\$ 1,297.88	\$ 32.45	\$ 5,643.45	\$ 1,323.84	\$ 33.10	\$ 5,756.32
Central Baggage Performance Agent	\$ 1,218.14	\$ 30.45	\$ 5,296.74	\$ 1,242.50	\$ 31.06	\$ 5,402.68	\$ 1,267.35	\$ 31.68	\$ 5,510.73
Central Baggage Tracing Agent	\$ 1,206.21	\$ 30.16	\$ 5,244.85	\$ 1,230.33	\$ 30.76	\$ 5,349.75	\$ 1,254.94	\$ 31.37	\$ 5,456.75
Customer Service Agent 5	\$ 1,218.52	\$ 30.46	\$ 5,298.37	\$ 1,242.89	\$ 31.07	\$ 5,404.34	\$ 1,267.74	\$ 31.69	\$ 5,512.42
Customer Service Agent 4	\$ 1,194.26	\$ 29.86	\$ 5,192.92	\$ 1,218.15	\$ 30.45	\$ 5,296.78	\$ 1,242.51	\$ 31.06	\$ 5,402.71
Customer Service Agent 3	\$ 1,173.57	\$ 29.34	\$ 5,102.94	\$ 1,197.04	\$ 29.93	\$ 5,205.00	\$ 1,220.98	\$ 30.52	\$ 5,309.10
Customer Service Agent 2	\$ 1,143.51	\$ 28.59	\$ 4,972.24	\$ 1,166.38	\$ 29.16	\$ 5,071.69	\$ 1,189.71	\$ 29.74	\$ 5,173.12
Customer Service Agent 1	\$ 1,118.02	\$ 27.95	\$ 4,861.41	\$ 1,140.38	\$ 28.51	\$ 4,958.64	\$ 1,163.19	\$ 29.08	\$ 5,057.81
Customer Service Agent - Part Time		\$ 19.10			\$ 19.48			\$ 19.87	
Lead Station Attendant 5	\$ 1,218.52	\$ 30.46	\$ 5,298.37	\$ 1,242.89	\$ 31.07	\$ 5,404.34	\$ 1,267.74	\$ 31.69	\$ 5,512.42
Lead Station Attendant 4	\$ 1,194.26	\$ 29.86	\$ 5,192.92	\$ 1,218.15	\$ 30.45	\$ 5,296.78	\$ 1,242.51	\$ 31.06	\$ 5,402.71
Lead Station Attendant 3	\$ 1,173.57	\$ 29.34	\$ 5,102.94	\$ 1,197.04	\$ 29.93	\$ 5,205.00	\$ 1,220.98	\$ 30.52	\$ 5,309.10
Lead Station Attendant 2	\$ 1,143.51	\$ 28.59	\$ 4,972.24	\$ 1,166.38	\$ 29.16	\$ 5,071.69	\$ 1,189.71	\$ 29.74	\$ 5,173.12
Lead Station Attendant 1	\$ 1,118.02	\$ 27.95	\$ 4,861.41	\$ 1,140.38	\$ 28.51	\$ 4,958.64	\$ 1,163.19	\$ 29.08	\$ 5,057.81
Station Attendant 11 (FT)- Prior to Ratification	\$ 1,066.39	\$ 26.66	\$ 4,636.89	\$ 1,087.72	\$ 27.19	\$ 4,729.63	\$ 1,109.47	\$ 27.74	\$ 4,824.22
Station Attendant 10 (FT)- Prior to Ratification	\$ 972.29	\$ 24.31	\$ 4,227.70	\$ 991.73	\$ 24.79	\$ 4,312.26	\$ 1,011.57	\$ 25.29	\$ 4,398.50
Station Attendant 9 (FT)- Prior to Ratification	\$ 878.68	\$ 21.97	\$ 3,820.69	\$ 896.25	\$ 22.41	\$ 3,897.10	\$ 914.18	\$ 22.85	\$ 3,975.05
Station Attendant 8 (FT)- Prior to Ratification	\$ 784.63	\$ 19.62	\$ 3,411.73	\$ 800.32	\$ 20.01	\$ 3,479.97	\$ 816.33	\$ 20.41	\$ 3,549.56
Station Attendant 7 (FT)- Prior to Ratification	\$ 738.55	\$ 18.46	\$ 3,211.37	\$ 753.32	\$ 18.83	\$ 3,275.60	\$ 768.39	\$ 19.21	\$ 3,341.11
Station Attendant 6 (FT)- Prior to Ratification	\$ 690.82	\$ 17.27	\$ 3,003.81	\$ 704.63	\$ 17.62	\$ 3,063.89	\$ 718.72	\$ 17.97	\$ 3,125.17
Station Attendant 5 (FT)- Prior to Ratification	\$ 632.73	\$ 15.82	\$ 2,751.24	\$ 645.38	\$ 16.13	\$ 2,806.27	\$ 658.29	\$ 16.46	\$ 2,862.39
Station Attendant 4 (FT)- Prior to Ratification	\$ 603.01	\$ 15.08	\$ 2,622.00	\$ 615.07	\$ 15.38	\$ 2,674.44	\$ 627.37	\$ 15.68	\$ 2,727.93
Station Attendant 3 (FT)- Prior to Ratification	\$ 573.29	\$ 14.33	\$ 2,492.79	\$ 584.76	\$ 14.62	\$ 2,542.65	\$ 596.45	\$ 14.91	\$ 2,593.50

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Lead Cargo Rating Unit Specialist	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cargo Rating Unit Specialist 3	\$ 1,395.59	\$ 34.89	\$ 6,068.33	\$ 1,423.50	\$ 35.59	\$ 6,189.70	\$ 1,451.97	\$ 36.30	\$ 6,313.49
Cargo Rating Unit Specialist 2	\$ 1,355.62	\$ 33.89	\$ 5,894.54	\$ 1,382.74	\$ 34.57	\$ 6,012.43	\$ 1,410.39	\$ 35.26	\$ 6,132.68
Cargo Rating Unit Specialist 1	\$ 1,255.35	\$ 31.38	\$ 5,458.53	\$ 1,280.46	\$ 32.01	\$ 5,567.71	\$ 1,306.07	\$ 32.65	\$ 5,679.06
Lead Customer Service Agent - Airports	\$ 1,383.74	\$ 34.59	\$ 6,016.82	\$ 1,411.42	\$ 35.29	\$ 6,137.15	\$ 1,439.65	\$ 35.99	\$ 6,259.90
Customer Service Agent - Airports 2	\$ 1,299.18	\$ 32.48	\$ 5,649.13	\$ 1,325.17	\$ 33.13	\$ 5,762.11	\$ 1,351.67	\$ 33.79	\$ 5,877.35
Customer Service Agent - Airports 1	\$ 1,248.72	\$ 31.22	\$ 5,429.68	\$ 1,273.69	\$ 31.84	\$ 5,538.28	\$ 1,299.16	\$ 32.48	\$ 5,649.04
Lead Customer Service Agent - Weight & Balance	\$ 1,383.74	\$ 34.59	\$ 6,016.82	\$ 1,411.42	\$ 35.29	\$ 6,137.15	\$ 1,439.65	\$ 35.99	\$ 6,259.90
Customer Service Agent - Weight & Balance 2	\$ 1,299.18	\$ 32.48	\$ 5,649.13	\$ 1,325.17	\$ 33.13	\$ 5,762.11	\$ 1,351.67	\$ 33.79	\$ 5,877.35
Customer Service Agent - Weight & Balance 1	\$ 1,248.73	\$ 31.22	\$ 5,429.73	\$ 1,273.70	\$ 31.84	\$ 5,538.32	\$ 1,299.17	\$ 32.48	\$ 5,649.09
Lead Customer Service Agent - Cargo	\$ 1,350.31	\$ 33.76	\$ 5,871.45	\$ 1,377.32	\$ 34.43	\$ 5,988.88	\$ 1,404.87	\$ 35.12	\$ 6,108.66
Lead Customer Service Agent - Baggage	\$ 1,350.31	\$ 33.76	\$ 5,871.45	\$ 1,377.32	\$ 34.43	\$ 5,988.88	\$ 1,404.87	\$ 35.12	\$ 6,108.66
Lead Customer Service Agent	\$ 1,350.31	\$ 33.76	\$ 5,871.45	\$ 1,377.32	\$ 34.43	\$ 5,988.88	\$ 1,404.87	\$ 35.12	\$ 6,108.66
Central Baggage Performance Agent	\$ 1,292.70	\$ 32.32	\$ 5,620.95	\$ 1,318.56	\$ 32.96	\$ 5,733.36	\$ 1,344.93	\$ 33.62	\$ 5,848.03
Central Baggage Tracing Agent	\$ 1,280.04	\$ 32.00	\$ 5,565.88	\$ 1,305.64	\$ 32.64	\$ 5,677.20	\$ 1,331.75	\$ 33.29	\$ 5,790.74
Customer Service Agent 5	\$ 1,293.10	\$ 32.33	\$ 5,622.67	\$ 1,318.96	\$ 32.97	\$ 5,735.13	\$ 1,345.34	\$ 33.63	\$ 5,849.83
Customer Service Agent 4	\$ 1,267.36	\$ 31.68	\$ 5,510.77	\$ 1,292.71	\$ 32.32	\$ 5,620.98	\$ 1,318.56	\$ 32.96	\$ 5,733.40
Customer Service Agent 3	\$ 1,245.40	\$ 31.14	\$ 5,415.28	\$ 1,270.31	\$ 31.76	\$ 5,523.59	\$ 1,295.72	\$ 32.39	\$ 5,634.06
Customer Service Agent 2	\$ 1,213.51	\$ 30.34	\$ 5,276.59	\$ 1,237.78	\$ 30.94	\$ 5,382.12	\$ 1,262.53	\$ 31.56	\$ 5,489.76
Customer Service Agent 1	\$ 1,186.46	\$ 29.66	\$ 5,158.97	\$ 1,210.19	\$ 30.25	\$ 5,262.15	\$ 1,234.39	\$ 30.86	\$ 5,367.39
Customer Service Agent - Part Time		\$ 20.27			\$ 20.68			\$ 21.09	
Lead Station Attendant 5	\$ 1,293.10	\$ 32.33	\$ 5,622.67	\$ 1,318.96	\$ 32.97	\$ 5,735.13	\$ 1,345.34	\$ 33.63	\$ 5,849.83
Lead Station Attendant 4	\$ 1,267.36	\$ 31.68	\$ 5,510.77	\$ 1,292.71	\$ 32.32	\$ 5,620.98	\$ 1,318.56	\$ 32.96	\$ 5,733.40
Lead Station Attendant 3	\$ 1,245.40	\$ 31.14	\$ 5,415.28	\$ 1,270.31	\$ 31.76	\$ 5,523.59	\$ 1,295.72	\$ 32.39	\$ 5,634.06
Lead Station Attendant 2	\$ 1,213.51	\$ 30.34	\$ 5,276.59	\$ 1,237.78	\$ 30.94	\$ 5,382.12	\$ 1,262.53	\$ 31.56	\$ 5,489.76
Lead Station Attendant 1	\$ 1,186.46	\$ 29.66	\$ 5,158.97	\$ 1,210.19	\$ 30.25	\$ 5,262.15	\$ 1,234.39	\$ 30.86	\$ 5,367.39
Station Attendant 11 (FT)- Prior to Ratification	\$ 1,131.66	\$ 28.29	\$ 4,920.70	\$ 1,154.29	\$ 28.86	\$ 5,019.12	\$ 1,177.38	\$ 29.43	\$ 5,119.50
Station Attendant 10 (FT)- Prior to Ratification	\$ 1,031.80	\$ 25.79	\$ 4,486.47	\$ 1,052.43	\$ 26.31	\$ 4,576.20	\$ 1,073.48	\$ 26.84	\$ 4,667.73
Station Attendant 9 (FT)- Prior to Ratification	\$ 932.46	\$ 23.31	\$ 4,054.55	\$ 951.11	\$ 23.78	\$ 4,135.64	\$ 970.13	\$ 24.25	\$ 4,218.35
Station Attendant 8 (FT)- Prior to Ratification	\$ 832.65	\$ 20.82	\$ 3,620.56	\$ 849.31	\$ 21.23	\$ 3,692.97	\$ 866.29	\$ 21.66	\$ 3,766.83
Station Attendant 7 (FT)- Prior to Ratification	\$ 783.75	\$ 19.59	\$ 3,407.93	\$ 799.43	\$ 19.99	\$ 3,476.09	\$ 815.42	\$ 20.39	\$ 3,545.61
Station Attendant 6 (FT)- Prior to Ratification	\$ 733.10	\$ 18.33	\$ 3,187.67	\$ 747.76	\$ 18.69	\$ 3,251.42	\$ 762.72	\$ 19.07	\$ 3,316.45
Station Attendant 5 (FT)- Prior to Ratification	\$ 671.46	\$ 16.79	\$ 2,919.64	\$ 684.89	\$ 17.12	\$ 2,978.04	\$ 698.58	\$ 17.46	\$ 3,037.60
Station Attendant 4 (FT)- Prior to Ratification	\$ 639.91	\$ 16.00	\$ 2,782.48	\$ 652.71	\$ 16.32	\$ 2,838.13	\$ 665.77	\$ 16.64	\$ 2,894.90
Station Attendant 3 (FT)- Prior to Ratification	\$ 608.38	\$ 15.21	\$ 2,645.37	\$ 620.55	\$ 15.51	\$ 2,698.28	\$ 632.96	\$ 15.82	\$ 2,752.25

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Station Attendant 2 (FT)- Prior to Ratification	\$ 557.65	\$ 13.94	\$ 2,424.80	\$ 568.81	\$ 14.22	\$ 2,473.30	\$ 580.18	\$ 14.50	\$ 2,522.76
Station Attendant 1 (FT)- Prior to Ratification	\$ 541.01	\$ 13.53	\$ 2,352.42	\$ 551.83	\$ 13.80	\$ 2,399.47	\$ 562.86	\$ 14.07	\$ 2,447.46
Station Attendant 10 (FT)-Post Ratification	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54
Station Attendant 9 (FT)-Post Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33
Station Attendant 8 (FT)-Post Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25
Station Attendant 7 (FT)-Post Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67
Station Attendant 6 (FT)-Post Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17
Station Attendant 5 (FT)-Post Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41
Station Attendant 4 (FT)-Post Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18
Station Attendant 3 (FT)-Post Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00
Station Attendant 2 (FT)-Post Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64
Station Attendant 1 (FT)-Post Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07
Station Attendant 6 (PT)-Prior to Ratification		\$ 17.27			\$ 17.62			\$ 17.97	
Station Attendant 5 (PT)-Prior to Ratification		\$ 15.82			\$ 16.13			\$ 16.46	
Station Attendant 4 (PT)-Prior to Ratification		\$ 15.08			\$ 15.38			\$ 15.68	
Station Attendant 3 (PT)-Prior to Ratification		\$ 14.33			\$ 14.62			\$ 14.91	
Station Attendant 2 (PT)-Prior to Ratification		\$ 13.94			\$ 14.22			\$ 14.50	
Station Attendant 1 (PT)-Prior to Ratification		\$ 13.53			\$ 13.80			\$ 14.07	
Station Attendant 6 (PT)-Post Ratification		\$ 16.60			\$ 16.60			\$ 16.60	
Station Attendant 5 (PT)-Post Ratification		\$ 15.20			\$ 15.20			\$ 15.20	
Station Attendant 4 (PT)-Post Ratification		\$ 14.49			\$ 14.49			\$ 14.49	
Station Attendant 3 (PT)-Post Ratification		\$ 13.78			\$ 13.78			\$ 13.78	
Station Attendant 2 (PT)-Post Ratification		\$ 13.40			\$ 13.40			\$ 13.40	
Station Attendant 1 (PT)-Post Ratification		\$ 13.00			\$ 13.00			\$ 13.00	
Lead Cabin Servicing & Cleaning Attendant 2	\$ 1,030.83	\$ 25.77	\$ 4,482.26	\$ 1,051.44	\$ 26.29	\$ 4,571.91	\$ 1,072.47	\$ 26.81	\$ 4,663.35
Lead Cabin Servicing & Cleaning Attendant 1	\$ 971.90	\$ 24.30	\$ 4,226.03	\$ 991.34	\$ 24.78	\$ 4,310.55	\$ 1,011.16	\$ 25.28	\$ 4,396.76
Cabin Servicing & Cleaning Attendant Trainer 1-Level 5	\$ 1,128.54	\$ 28.21	\$ 4,907.15	\$ 1,151.11	\$ 28.78	\$ 5,005.29	\$ 1,174.14	\$ 29.35	\$ 5,105.39
Cabin Servicing & Cleaning Attendant Trainer 1-Level 4	\$ 1,066.39	\$ 26.66	\$ 4,636.89	\$ 1,087.72	\$ 27.19	\$ 4,729.63	\$ 1,109.47	\$ 27.74	\$ 4,824.22
Cabin Servicing & Cleaning Attendant Trainer 1-Level 3	\$ 971.82	\$ 24.30	\$ 4,225.67	\$ 991.25	\$ 24.78	\$ 4,310.18	\$ 1,011.08	\$ 25.28	\$ 4,396.38
Cabin Servicing & Cleaning Attendant Trainer 1-Level 2	\$ 879.05	\$ 21.98	\$ 3,822.32	\$ 896.64	\$ 22.42	\$ 3,898.76	\$ 914.57	\$ 22.86	\$ 3,976.74
Cabin Servicing & Cleaning Attendant Trainer 1-Level 1	\$784.48	\$ 19.61	\$ 3,411.10	\$ 800.17	\$ 20.00	\$ 3,479.32	\$ 816.18	\$ 20.40	\$ 3,548.91

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Cabin Servicing & Cleaning Attendant 9 (FT)-Prior to Ratification	\$ 937.16	\$ 23.43	\$ 4,074.96	\$ 955.90	\$ 23.90	\$ 4,156.46	\$ 975.02	\$ 24.38	\$ 4,239.59
Cabin Servicing & Cleaning Attendant 8 (FT)-Prior to Ratification	\$ 858.93	\$ 21.47	\$ 3,734.83	\$ 876.11	\$ 21.90	\$ 3,809.52	\$ 893.63	\$ 22.34	\$ 3,885.71
Cabin Servicing & Cleaning Attendant 7 (FT)-Prior to Ratification	\$ 738.55	\$ 18.46	\$ 3,211.37	\$ 753.32	\$ 18.83	\$ 3,275.60	\$ 768.39	\$ 19.21	\$ 3,341.11
Cabin Servicing & Cleaning Attendant 6 (FT)-Prior to Ratification	\$ 716.03	\$ 17.90	\$ 3,113.46	\$ 730.35	\$ 18.26	\$ 3,175.73	\$ 744.96	\$ 18.62	\$ 3,239.24
Cabin Servicing & Cleaning Attendant 5 (FT)-Prior to Ratification	\$ 632.73	\$ 15.82	\$ 2,751.24	\$ 645.38	\$ 16.13	\$ 2,806.27	\$ 658.29	\$ 16.46	\$ 2,862.39
Cabin Servicing & Cleaning Attendant 4 (FT)-Prior to Ratification	\$ 603.01	\$ 15.08	\$ 2,622.00	\$ 615.07	\$ 15.38	\$ 2,674.44	\$ 627.37	\$ 15.68	\$ 2,727.93
Cabin Servicing & Cleaning Attendant 3 (FT)-Prior to Ratification	\$ 573.29	\$ 14.33	\$ 2,492.79	\$ 584.76	\$ 14.62	\$ 2,542.65	\$ 596.45	\$ 14.91	\$ 2,593.50
Cabin Servicing & Cleaning Attendant 2 (FT)-Prior to Ratification	\$ 557.65	\$ 13.94	\$ 2,424.80	\$ 568.81	\$ 14.22	\$ 2,473.30	\$ 580.18	\$ 14.50	\$ 2,522.76
Cabin Servicing & Cleaning Attendant 1 (FT)-Prior to Ratification	\$ 541.01	\$ 13.53	\$ 2,352.42	\$ 551.83	\$ 13.80	\$ 2,399.47	\$ 562.86	\$ 14.07	\$ 2,447.46
Cabin Servicing & Cleaning Attendant 10 (FT)-Post Ratification	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72
Cabin Servicing & Cleaning Attendant 9 (FT)-Post Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33
Cabin Servicing & Cleaning Attendant 8 (FT)-Post Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25
Cabin Servicing & Cleaning Attendant 7 (FT)-Post Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67
Cabin Servicing & Cleaning Attendant 6 (FT)-Post Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17
Cabin Servicing & Cleaning Attendant 5 (FT)-Post Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41
Cabin Servicing & Cleaning Attendant 4 (FT)-Post Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18
Cabin Servicing & Cleaning Attendant 3 (FT)-Post Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00
Cabin Servicing & Cleaning Attendant 2 (FT)-Post Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64
Cabin Servicing & Cleaning Attendant 1 (FT)-Post Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07

	PERIOD 5			PERIOD 2			PERIOD 3		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Cabin Servicing & Cleaning Attendant 5 (PT)-Prior to Ratification		\$ 15.82			\$ 16.13			\$ 16.46	
Cabin Servicing & Cleaning Attendant 4 (PT)-Prior to Ratification		\$ 15.08			\$ 15.38			\$ 15.68	
Cabin Servicing & Cleaning Attendant 3 (PT)-Prior to Ratification		\$ 14.33			\$ 14.62			\$ 14.91	
Cabin Servicing & Cleaning Attendant 2 (PT)-Prior to Ratification		\$ 13.94			\$ 14.22			\$ 14.50	
Cabin Servicing & Cleaning Attendant 1 (PT)-Prior to Ratification		\$ 13.53			\$ 13.80			\$ 14.07	
Cabin Servicing & Cleaning Attendant 5 (PT)-Post Ratification		\$ 15.20			\$ 15.20			\$ 15.20	
Cabin Servicing & Cleaning Attendant 4 (PT)-Post Ratification		\$ 14.49			\$ 14.49			\$ 14.49	
Cabin Servicing & Cleaning Attendant 3 (PT)-Post Ratification		\$ 13.78			\$ 13.78			\$ 13.78	
Cabin Servicing & Cleaning Attendant 2 (PT)-Post Ratification		\$ 13.40			\$ 13.40			\$ 13.40	
Cabin Servicing & Cleaning Attendant 1 (PT)-Post Ratification		\$ 13.00			\$ 13.00			\$ 13.00	
Cargo Communications Operator 7	\$ 913.47	\$ 22.84	\$ 3,971.97	\$ 931.74	\$ 23.29	\$ 4,051.41	\$ 950.38	\$ 23.76	\$ 4,132.44
Cargo Communications Operator 6	\$ 843.20	\$ 21.08	\$ 3,666.43	\$ 860.07	\$ 21.50	\$ 3,739.75	\$ 877.27	\$ 21.93	\$ 3,814.55
Cargo Communications Operator 5	\$ 799.84	\$ 20.00	\$ 3,477.87	\$ 815.84	\$ 20.40	\$ 3,547.43	\$ 832.15	\$ 20.80	\$ 3,618.38
Cargo Communications Operator 4	\$ 744.09	\$ 18.60	\$ 3,235.48	\$ 758.98	\$ 18.97	\$ 3,300.19	\$ 774.16	\$ 19.35	\$ 3,366.19
Cargo Communications Operator 3	\$ 682.07	\$ 17.05	\$ 2,965.77	\$ 695.71	\$ 17.39	\$ 3,025.08	\$ 709.62	\$ 17.74	\$ 3,085.58
Cargo Communications Operator 2	\$ 627.61	\$ 15.69	\$ 2,728.99	\$ 640.16	\$ 16.00	\$ 2,783.57	\$ 652.97	\$ 16.32	\$ 2,839.24
Cargo Communications Operator 1	\$ 573.06	\$ 14.33	\$ 2,491.80	\$ 584.52	\$ 14.61	\$ 2,541.64	\$ 596.21	\$ 14.91	\$ 2,592.47
Baggage Claims Coordinator 6	\$ 990.73	\$ 24.77	\$ 4,307.91	\$ 1,010.55	\$ 25.26	\$ 4,394.07	\$ 1,030.76	\$ 25.77	\$ 4,481.95
Baggage Claims Coordinator 5	\$ 970.49	\$ 24.26	\$ 4,219.88	\$ 989.89	\$ 24.75	\$ 4,304.27	\$ 1,009.69	\$ 25.24	\$ 4,390.36

	PERIOD 8			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Baggage Claims Coordinator 4	\$ 951.10	\$ 23.78	\$ 4,135.60	\$ 970.12	\$ 24.25	\$ 4,218.31	\$ 989.53	\$ 24.74	\$ 4,302.68
Baggage Claims Coordinator 3	\$ 932.66	\$ 23.32	\$ 4,055.39	\$ 951.31	\$ 23.78	\$ 4,136.50	\$ 970.34	\$ 24.26	\$ 4,219.23
Baggage Claims Coordinator 2	\$ 913.74	\$ 22.84	\$ 3,973.14	\$ 932.02	\$ 23.30	\$ 4,052.61	\$ 950.66	\$ 23.77	\$ 4,133.66
Baggage Claims Coordinator 1	\$ 895.72	\$ 22.39	\$ 3,894.79	\$ 913.64	\$ 22.84	\$ 3,972.69	\$ 931.91	\$ 23.30	\$ 4,052.14
Baggage Claims Representative 6	\$ 1,118.19	\$ 27.95	\$ 4,862.13	\$ 1,140.55	\$ 28.51	\$ 4,959.38	\$ 1,163.37	\$ 29.08	\$ 5,058.56
Baggage Claims Representative 5	\$ 1,095.68	\$ 27.39	\$ 4,764.24	\$ 1,117.59	\$ 27.94	\$ 4,859.52	\$ 1,139.94	\$ 28.50	\$ 4,956.71
Baggage Claims Representative 4	\$ 1,073.60	\$ 26.84	\$ 4,668.24	\$ 1,095.07	\$ 27.38	\$ 4,761.60	\$ 1,116.97	\$ 27.92	\$ 4,856.84
Baggage Claims Representative 3	\$ 1,051.98	\$ 26.30	\$ 4,574.23	\$ 1,073.02	\$ 26.83	\$ 4,665.72	\$ 1,094.48	\$ 27.36	\$ 4,759.03
Baggage Claims Representative 2	\$ 1,031.72	\$ 25.79	\$ 4,486.15	\$ 1,052.36	\$ 26.31	\$ 4,575.88	\$ 1,073.40	\$ 26.84	\$ 4,667.39
Baggage Claims Representative 1	\$ 1,011.01	\$ 25.28	\$ 4,396.08	\$ 1,031.23	\$ 25.78	\$ 4,484.00	\$ 1,051.85	\$ 26.30	\$ 4,573.68
GrandFathered Trainer 2 Level 3- Prior to Ratification	\$ 1,272.43	\$ 31.81	\$ 5,532.80	\$ 1,297.88	\$ 32.45	\$ 5,643.45	\$ 1,323.84	\$ 33.10	\$ 5,756.32
GrandFathered Trainer 2 Level 2-Prior to Ratification	\$ 1,194.74	\$ 29.87	\$ 5,195.00	\$ 1,218.64	\$ 30.47	\$ 5,298.90	\$ 1,243.01	\$ 31.08	\$ 5,404.88
GrandFathered Trainer 2 Level 1-Prior to Ratification	\$ 1,118.19	\$ 27.95	\$ 4,862.13	\$ 1,140.55	\$ 28.51	\$ 4,959.38	\$ 1,163.37	\$ 29.08	\$ 5,058.56
Airports/Cargo Trainer - Level 5- Post Ratification	\$ 1,218.52	\$ 30.46	\$ 5,298.37	\$ 1,242.89	\$ 31.07	\$ 5,404.34	\$ 1,267.74	\$ 31.69	\$ 5,512.42
Airports/Cargo Trainer - Level 4- Post Ratification	\$ 1,194.74	\$ 29.87	\$ 5,195.00	\$ 1,218.64	\$ 30.47	\$ 5,298.90	\$ 1,243.01	\$ 31.08	\$ 5,404.88
Airports/Cargo Trainer - Level 3- Post Ratification	\$ 1,173.57	\$ 29.34	\$ 5,102.94	\$ 1,197.04	\$ 29.93	\$ 5,205.00	\$ 1,220.98	\$ 30.52	\$ 5,309.10
Airports/Cargo Trainer - Level 2- Post Ratification	\$ 1,143.51	\$ 28.59	\$ 4,972.24	\$ 1,166.38	\$ 29.16	\$ 5,071.69	\$ 1,189.71	\$ 29.74	\$ 5,173.12
Airports/Cargo Trainer - Level 1- Post Ratification	\$ 1,118.19	\$ 27.95	\$ 4,862.13	\$ 1,140.55	\$ 28.51	\$ 4,959.38	\$ 1,163.37	\$ 29.08	\$ 5,058.56
Gate Planner 5	\$ 1,218.52	\$ 30.46	\$ 5,298.37	\$ 1,242.89	\$ 31.07	\$ 5,404.34	\$ 1,267.74	\$ 31.69	\$ 5,512.42
Gate Planner 4	\$ 1,194.26	\$ 29.86	\$ 5,192.92	\$ 1,218.15	\$ 30.45	\$ 5,296.78	\$ 1,242.51	\$ 31.06	\$ 5,402.71
Gate Planner 3	\$ 1,173.57	\$ 29.34	\$ 5,102.94	\$ 1,197.04	\$ 29.93	\$ 5,205.00	\$ 1,220.98	\$ 30.52	\$ 5,309.10
Gate Planner 2	\$ 1,143.51	\$ 28.59	\$ 4,972.24	\$ 1,166.38	\$ 29.16	\$ 5,071.69	\$ 1,189.71	\$ 29.74	\$ 5,173.12
Gate Planner 1	\$ 1,118.02	\$ 27.95	\$ 4,861.41	\$ 1,140.38	\$ 28.51	\$ 4,958.64	\$ 1,163.19	\$ 29.08	\$ 5,057.81

7.05 Shift Premiums will be paid as follows:

- Afternoon - \$0.50 for each hour worked between 18:00 and 23:00
- Midnight - \$1.00 for each hour worked between 23:00 and 06:00

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
AIRPORT & CARGO OPERATIONS	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Station Attendant 2 (FT)- Prior to Ratification	\$ 591.79	\$ 14.79	\$ 2,573.22	\$ 603.62	\$ 15.09	\$ 2,624.68	\$ 615.70	\$ 15.39	\$ 2,677.18
Station Attendant 1 (FT)- Prior to Ratification	\$ 574.12	\$ 14.35	\$ 2,496.41	\$ 585.60	\$ 14.64	\$ 2,546.33	\$ 597.32	\$ 14.93	\$ 2,597.26
Station Attendant 10 (FT)-Post Ratification	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54	\$ 934.53	\$ 23.36	\$ 4,063.54
Station Attendant 9 (FT)-Post Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33
Station Attendant 8 (FT)-Post Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25
Station Attendant 7 (FT)-Post Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67
Station Attendant 6 (FT)-Post Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17
Station Attendant 5 (FT)-Post Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41
Station Attendant 4 (FT)-Post Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18
Station Attendant 3 (FT)-Post Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00
Station Attendant 2 (FT)-Post Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64
Station Attendant 1 (FT)-Post Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07
Station Attendant 6 (PT)-Prior to Ratification		\$ 18.33			\$ 18.69			\$ 19.07	
Station Attendant 5 (PT)-Prior to Ratification		\$ 16.79			\$ 17.12			\$ 17.46	
Station Attendant 4 (PT)-Prior to Ratification		\$ 16.00			\$ 16.32			\$ 16.64	
Station Attendant 3 (PT)-Prior to Ratification		\$ 15.21			\$ 15.51			\$ 15.82	
Station Attendant 2 (PT)-Prior to Ratification		\$ 14.79			\$ 15.09			\$ 15.39	
Station Attendant 1 (PT)-Prior to Ratification		\$ 14.35			\$ 14.64			\$ 14.93	
Station Attendant 6 (PT)-Post Ratification		\$ 16.60			\$ 16.60			\$ 16.60	
Station Attendant 5 (PT)-Post Ratification		\$ 15.20			\$ 15.20			\$ 15.20	
Station Attendant 4 (PT)-Post Ratification		\$ 14.49			\$ 14.49			\$ 14.49	
Station Attendant 3 (PT)-Post Ratification		\$ 13.78			\$ 13.78			\$ 13.78	
Station Attendant 2 (PT)-Post Ratification		\$ 13.40			\$ 13.40			\$ 13.40	
Station Attendant 1 (PT)-Post Ratification		\$ 13.00			\$ 13.00			\$ 13.00	
Lead Cabin Servicing & Cleaning Attendant 2	\$ 1,093.92	\$ 27.35	\$ 4,756.61	\$ 1,115.80	\$ 27.90	\$ 4,851.75	\$ 1,138.12	\$ 28.45	\$ 4,948.78
Lead Cabin Servicing & Cleaning Attendant 1	\$ 1,031.39	\$ 25.78	\$ 4,484.70	\$ 1,052.02	\$ 26.30	\$ 4,574.39	\$ 1,073.06	\$ 26.83	\$ 4,665.88
Cabin Servicing & Cleaning Attendant Trainer 1-Level 5	\$ 1,197.62	\$ 29.94	\$ 5,207.50	\$ 1,221.57	\$ 30.54	\$ 5,311.65	\$ 1,246.00	\$ 31.15	\$ 5,417.89
Cabin Servicing & Cleaning Attendant Trainer 1-Level 4	\$ 1,131.66	\$ 28.29	\$ 4,920.70	\$ 1,154.29	\$ 28.86	\$ 5,019.12	\$ 1,177.38	\$ 29.43	\$ 5,119.50
Cabin Servicing & Cleaning Attendant Trainer 1-Level 3	\$ 1,031.30	\$ 25.78	\$ 4,484.31	\$ 1,051.93	\$ 26.30	\$ 4,574.00	\$ 1,072.96	\$ 26.82	\$ 4,665.48
Cabin Servicing & Cleaning Attendant Trainer 1-Level 2	\$ 932.86	\$ 23.32	\$ 4,056.27	\$ 951.52	\$ 23.79	\$ 4,137.40	\$ 970.55	\$ 24.26	\$ 4,220.15
Cabin Servicing & Cleaning Attendant Trainer 1-Level 1	\$ 832.50	\$ 20.81	\$ 3,619.88	\$ 849.15	\$ 21.23	\$ 3,692.28	\$ 866.13	\$ 21.65	\$ 3,766.13

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Cabin Servicing & Cleaning Attendant 9 (FT)-Prior to Ratification	\$ 994.52	\$ 24.86	\$ 4,324.38	\$ 1,014.41	\$ 25.36	\$ 4,410.87	\$ 1,034.70	\$ 25.87	\$ 4,499.08
Cabin Servicing & Cleaning Attendant 8 (FT)-Prior to Ratification	\$ 911.51	\$ 22.79	\$ 3,963.43	\$ 929.74	\$ 23.24	\$ 4,042.70	\$ 948.33	\$ 23.71	\$ 4,123.55
Cabin Servicing & Cleaning Attendant 7 (FT)-Prior to Ratification	\$ 783.75	\$ 19.59	\$ 3,407.93	\$ 799.43	\$ 19.99	\$ 3,476.09	\$ 815.42	\$ 20.39	\$ 3,545.61
Cabin Servicing & Cleaning Attendant 6 (FT)-Prior to Ratification	759.86	\$ 19.00	\$ 3,304.03	\$ 775.06	\$ 19.38	\$ 3,370.11	\$ 790.56	\$ 19.76	\$ 3,437.51
Cabin Servicing & Cleaning Attendant 5 (FT)-Prior to Ratification	\$ 671.46	\$ 16.79	\$ 2,919.64	\$ 684.89	\$ 17.12	\$ 2,978.04	\$ 698.58	\$ 17.46	\$ 3,037.60
Cabin Servicing & Cleaning Attendant 4 (FT)-Prior to Ratification	\$ 639.91	\$ 16.00	\$ 2,782.48	\$ 652.71	\$ 16.32	\$ 2,838.13	\$ 665.77	\$ 16.64	\$ 2,894.90
Cabin Servicing & Cleaning Attendant 3 (FT)-Prior to Ratification	\$ 608.38	\$ 15.21	\$ 2,645.37	\$ 620.55	\$ 15.51	\$ 2,698.28	\$ 632.96	\$ 15.82	\$ 2,752.25
Cabin Servicing & Cleaning Attendant 2 (FT)-Prior to Ratification	\$ 591.79	\$ 14.79	\$ 2,573.22	\$ 603.62	\$ 15.09	\$ 2,624.68	\$ 615.70	\$ 15.39	\$ 2,677.18
Cabin Servicing & Cleaning Attendant 1 (FT)-Prior to Ratification	\$ 574.12	\$ 14.35	\$ 2,496.41	\$ 585.60	\$ 14.64	\$ 2,546.33	\$ 597.32	\$ 14.93	\$ 2,597.26
Cabin Servicing & Cleaning Attendant 10 (FT)-Post Ratification	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72	\$ 900.77	\$ 22.52	\$ 3,916.72
Cabin Servicing & Cleaning Attendant 9 (FT)-Post Ratification	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33	\$ 844.56	\$ 21.11	\$ 3,672.33
Cabin Servicing & Cleaning Attendant 8 (FT)-Post Ratification	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25	\$ 754.16	\$ 18.85	\$ 3,279.25
Cabin Servicing & Cleaning Attendant 7 (FT)-Post Ratification	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67	\$ 709.87	\$ 17.75	\$ 3,086.67
Cabin Servicing & Cleaning Attendant 6 (FT)-Post Ratification	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17	\$ 663.99	\$ 16.60	\$ 2,887.17
Cabin Servicing & Cleaning Attendant 5 (FT)-Post Ratification	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41	\$ 608.16	\$ 15.20	\$ 2,644.41
Cabin Servicing & Cleaning Attendant 4 (FT)-Post Ratification	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18	\$ 579.59	\$ 14.49	\$ 2,520.18
Cabin Servicing & Cleaning Attendant 3 (FT)-Post Ratification	\$ 551.03	\$ 13.78	\$ 2,396.00	\$ 551.03	\$ 13.78	\$ 2,396.00	551.03	\$ 13.78	\$ 2,396.00
Cabin Servicing & Cleaning Attendant 2 (FT)-Post Ratification	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64	\$ 536.00	\$ 13.40	\$ 2,330.64
Cabin Servicing & Cleaning Attendant 1 (FT)-Post Ratification	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	\$ 13.00	\$ 2,261.07	\$ 520.00	13.00	\$ 2,261.07

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Cabin Servicing & Cleaning Attendant 5 (PT)-Prior to Ratification		\$ 16.79			\$ 17.12			\$ 17.46	
Cabin Servicing & Cleaning Attendant 4 (PT)-Prior to Ratification		\$ 16.00			\$ 16.32			\$ 16.64	
Cabin Servicing & Cleaning Attendant 3 (PT)-Prior to Ratification		\$ 15.21			\$ 15.51			\$ 15.82	
Cabin Servicing & Cleaning Attendant 2 (PT)-Prior to Ratification		\$ 14.79			\$ 15.09			\$ 15.39	
Cabin Servicing & Cleaning Attendant 1 (PT)-Prior to Ratification		\$ 14.35			\$ 14.64			\$ 14.93	
Cabin Servicing & Cleaning Attendant 5 (PT)-Post Ratification		\$ 15.20			\$ 15.20			\$ 15.20	
Cabin Servicing & Cleaning Attendant 4 (PT)-Post Ratification		\$ 14.49			\$ 14.49			\$ 14.49	
Cabin Servicing & Cleaning Attendant 3 (PT)-Post Ratification		\$ 13.78			\$ 13.78			\$ 13.78	
Cabin Servicing & Cleaning Attendant 2 (PT)-Post Ratification		\$ 13.40			\$ 13.40			\$ 13.40	
Cabin Servicing & Cleaning Attendant 1 (PT)-Post Ratification		\$ 13.00			\$ 13.00			\$ 13.00	
Cargo Communications Operator 7	\$ 969.38	\$ 24.23	\$ 4,215.08	\$ 988.77	\$ 24.72	\$ 4,299.39	\$ 1,008.55	\$ 25.21	\$ 4,385.37
Cargo Communications Operator 6	\$ 894.81	\$ 22.37	\$ 3,890.84	\$ 912.71	\$ 22.82	\$ 3,968.66	\$ 930.96	\$ 23.27	\$ 4,048.03
Cargo Communications Operator 5	\$ 848.80	\$ 21.22	\$ 3,690.74	\$ 865.77	\$ 21.64	\$ 3,764.56	\$ 883.09	\$ 22.08	\$ 3,839.85
Cargo Communications Operator 4	\$ 789.64	\$ 19.74	\$ 3,433.52	\$ 805.43	\$ 20.14	\$ 3,502.19	\$ 821.54	\$ 20.54	\$ 3,572.23
Cargo Communications Operator 3	\$ 723.81	\$ 18.10	\$ 3,147.30	\$ 738.29	\$ 18.46	\$ 3,210.24	\$ 753.06	\$ 18.83	\$ 3,274.45
Cargo Communications Operator 2	\$ 666.03	\$ 16.65	\$ 2,896.02	\$ 679.35	\$ 16.98	\$ 2,953.94	\$ 692.93	\$ 17.32	\$ 3,013.02
Cargo Communications Operator 1	\$ 608.14	\$ 15.20	\$ 2,644.32	\$ 620.30	\$ 15.51	\$ 2,697.20	\$ 632.71	\$ 15.82	\$ 2,751.15
Baggage Claims Coordinator 6	\$ 1,051.37	\$ 26.28	\$ 4,571.59	\$ 1,072.40	\$ 26.81	\$ 4,663.02	\$ 1,093.85	\$ 27.35	\$ 4,756.28
Baggage Claims Coordinator 5	\$ 1,029.89	\$ 25.75	\$ 4,478.17	\$ 1,050.48	\$ 26.26	\$ 4,567.73	\$ 1,071.49	\$ 26.79	\$ 4,659.09
Baggage Claims Coordinator 4	\$ 1,009.32	\$ 25.23	\$ 4,388.73	\$ 1,029.50	\$ 25.74	\$ 4,476.50	\$ 1,050.09	\$ 26.25	\$ 4,566.03
Baggage Claims Coordinator 3	\$ 989.74	\$ 24.74	\$ 4,303.61	\$ 1,009.54	\$ 25.24	\$ 4,389.68	\$ 1,029.73	\$ 25.74	\$ 4,477.48
Baggage Claims Coordinator 2	\$ 969.67	\$ 24.24	\$ 4,216.33	\$ 989.06	\$ 24.73	\$ 4,300.66	\$ 1,008.84	\$ 25.22	\$ 4,386.67
Baggage Claims Coordinator 1	\$ 950.55	\$ 23.76	\$ 4,133.18	\$ 969.56	\$ 24.24	\$ 4,215.85	\$ 988.95	\$ 24.72	\$ 4,300.16
Baggage Claims Representative 6	\$ 1,186.63	\$ 29.67	\$ 5,159.73	\$ 1,210.37	\$ 30.26	\$ 5,262.93	\$ 1,234.57	\$ 30.86	\$ 5,368.19

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
<u>AIRPORT & CARGO OPERATIONS</u>	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Baggage Claims Representative 5	\$ 1,162.74	\$ 29.07	\$ 5,055.85	\$ 1,186.00	\$ 29.65	\$ 5,156.96	\$ 1,209.72	\$ 30.24	\$ 5,260.10
Baggage Claims Representative 4	\$ 1,139.31	\$ 28.48	\$ 4,953.97	\$ 1,162.10	\$ 29.05	\$ 5,053.05	\$ 1,185.34	\$ 29.63	\$ 5,154.11
Baggage Claims Representative 3	\$ 1,116.37	\$ 27.91	\$ 4,854.21	\$ 1,138.70	\$ 28.47	\$ 4,951.30	\$ 1,161.47	\$ 29.04	\$ 5,050.32
Baggage Claims Representative 2	\$ 1,094.87	\$ 27.37	\$ 4,760.74	\$ 1,116.77	\$ 27.92	\$ 4,855.96	\$ 1,139.11	\$ 28.48	\$ 4,953.08
Baggage Claims Representative 1	\$ 1,072.89	\$ 26.82	\$ 4,665.16	\$ 1,094.35	\$ 27.36	\$ 4,758.46	\$ 1,116.24	\$ 27.91	\$ 4,853.63
GrandFathered Trainer 2 Level 3- Prior to Ratification	\$ 1,350.31	\$ 33.76	\$ 5,871.45	\$ 1,377.32	\$ 34.43	\$ 5,988.88	\$ 1,404.87	\$ 35.12	\$ 6,108.66
GrandFathered Trainer 2 Level 2-Prior to Ratification	\$ 1,267.87	\$ 31.70	\$ 5,512.98	\$ 1,293.23	\$ 32.33	\$ 5,623.24	\$ 1,319.09	\$ 32.98	\$ 5,735.70
GrandFathered Trainer 2 Level 1-Prior to Ratification	\$ 1,186.63	\$ 29.67	\$ 5,159.73	\$ 1,210.37	\$ 30.26	\$ 5,262.93	\$ 1,234.57	\$ 30.86	\$ 5,368.19
Airports/Cargo Trainer - Level 5- Post Ratification	\$ 1,293.10	\$ 32.33	\$ 5,622.67	\$ 1,318.96	\$ 32.97	\$ 5,735.13	\$ 1,345.34	\$ 33.63	\$ 5,849.83
Airports/Cargo Trainer - Level 4- Post Ratification	\$ 1,267.87	\$ 31.70	\$ 5,512.98	\$ 1,293.23	\$ 32.33	\$ 5,623.24	\$ 1,319.09	\$ 32.98	\$ 5,735.70
Airports/Cargo Trainer - Level 3- Post Ratification	\$ 1,245.40	\$ 31.14	\$ 5,415.28	\$ 1,270.31	\$ 31.76	\$ 5,523.59	\$ 1,295.72	\$ 32.39	\$ 5,634.06
Airports/Cargo Trainer - Level 2- Post Ratification	\$ 1,213.51	\$ 30.34	\$ 5,276.59	\$ 1,237.78	\$ 30.94	\$ 5,382.12	\$ 1,262.53	\$ 31.56	\$ 5,489.76
Airports/Cargo Trainer - Level 1- Post Ratification	\$ 1,186.63	\$ 29.67	\$ 5,159.73	\$ 1,210.37	\$ 30.26	\$ 5,262.93	\$ 1,234.57	\$ 30.86	\$ 5,368.19
Gate Planner 5	\$ 1,293.10	\$ 32.33	\$ 5,622.67	\$ 1,318.96	\$ 32.97	\$ 5,735.13	\$ 1,345.34	\$ 33.63	\$ 5,849.83
Gate Planner 4	\$ 1,267.36	\$ 31.68	\$ 5,510.77	\$ 1,292.71	\$ 32.32	\$ 5,620.98	\$ 1,318.56	\$ 32.96	\$ 5,733.40
Gate Planner 3	\$ 1,245.40	\$ 31.14	\$ 5,415.28	\$ 1,270.31	\$ 31.76	\$ 5,523.59	\$ 1,295.72	\$ 32.39	\$ 5,634.06
Gate Planner 2	\$ 1,213.51	\$ 30.34	\$ 5,276.59	\$ 1,237.78	\$ 30.94	\$ 5,382.12	\$ 1,262.53	\$ 31.56	\$ 5,489.76
Gate Planner 1	\$ 1,186.46	\$ 29.66	\$ 5,158.97	\$ 1,210.19	\$ 30.25	\$ 5,262.15	\$ 1,234.39	\$ 30.86	\$ 5,367.39

	PERIOD 5			PERIOD 6			PERIOD 7		
	APRIL 1, 2020			APRIL 1, 2021			APRIL 1, 2022		
LOGISTICS & SUPPLY	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Senior Lead Stockkeeper	\$ 1,367.33	\$ 34.18	\$ 5,945.43	\$ 1,394.67	\$ 34.87	\$ 6,064.34	\$ 1,422.57	\$ 35.56	\$ 6,185.63
Lead Stockkeeper	\$ 1,305.52	\$ 32.64	\$ 5,676.68	\$ 1,331.63	\$ 33.29	\$ 5,790.22	\$ 1,358.26	\$ 33.96	\$ 5,906.02
Stockkeeper 7	\$ 1,165.01	\$ 29.13	\$ 5,065.73	\$ 1,188.31	\$ 29.71	\$ 5,167.05	\$ 1,212.08	\$ 30.30	\$ 5,270.39
Stockkeeper 6	\$ 1,031.43	\$ 25.79	\$ 4,484.89	\$ 1,052.06	\$ 26.30	\$ 4,574.59	\$ 1,073.10	\$ 26.83	\$ 4,666.08
Stockkeeper 5	\$ 975.38	\$ 24.38	\$ 4,241.15	\$ 994.89	\$ 24.87	\$ 4,325.98	\$ 1,014.78	\$ 25.37	\$ 4,412.50
Stockkeeper 4	\$ 919.94	\$ 23.00	\$ 4,000.11	\$ 938.34	\$ 23.46	\$ 4,080.11	\$ 957.11	\$ 23.93	\$ 4,161.71
Stockkeeper 3	\$ 870.85	\$ 21.77	\$ 3,786.66	\$ 888.27	\$ 22.21	\$ 3,862.40	\$ 906.04	\$ 22.65	\$ 3,939.64
Stockkeeper 2	\$ 744.22	\$ 18.61	\$ 3,236.01	\$ 759.10	\$ 18.98	\$ 3,300.73	\$ 774.28	\$ 19.36	\$ 3,366.75
Stockkeeper 1	\$ 617.51	\$ 15.44	\$ 2,685.08	\$ 629.86	\$ 15.75	\$ 2,738.78	\$ 642.46	\$ 16.06	\$ 2,793.55
Line Expediter 6	\$ 1,445.25	\$ 36.13	\$ 6,284.27	\$ 1,474.16	\$ 36.85	\$ 6,409.95	\$ 1,503.64	\$ 37.59	\$ 6,538.15
Line Expediter 5	\$ 1,396.86	\$ 34.92	\$ 6,073.85	\$ 1,424.80	\$ 35.62	\$ 6,195.33	\$ 1,453.29	\$ 36.33	\$ 6,319.23
Line Expediter 4	\$ 1,348.46	\$ 33.71	\$ 5,863.38	\$ 1,375.43	\$ 34.39	\$ 5,980.65	\$ 1,402.94	\$ 35.07	\$ 6,100.27
Line Expediter 3	\$ 1,300.57	\$ 32.51	\$ 5,655.17	\$ 1,326.59	\$ 33.16	\$ 5,768.28	\$ 1,353.12	\$ 33.83	\$ 5,883.64
Line Expediter 2	\$ 1,252.17	\$ 31.30	\$ 5,444.71	\$ 1,277.21	\$ 31.93	\$ 5,553.60	\$ 1,302.76	\$ 32.57	\$ 5,664.67
Line Expediter 1	\$ 1,204.30	\$ 30.11	\$ 5,236.55	\$ 1,228.38	\$ 30.71	\$ 5,341.28	\$ 1,252.95	\$ 31.32	\$ 5,448.10
Material Planner- 6	\$ 1,326.83	\$ 33.17	\$ 5,769.34	\$ 1,353.37	\$ 33.83	\$ 5,884.72	\$ 1,380.43	\$ 34.51	\$ 6,002.42
Material Planner- 5	\$ 1,265.06	\$ 31.63	\$ 5,500.73	\$ 1,290.36	\$ 32.26	\$ 5,610.75	\$ 1,316.16	\$ 32.90	\$ 5,722.96
Material Planner- 4	\$ 1,203.26	\$ 30.08	\$ 5,232.03	\$ 1,227.33	\$ 30.68	\$ 5,336.67	\$ 1,251.87	\$ 31.30	\$ 5,443.41
Material Planner- 3	\$ 1,141.49	\$ 28.54	\$ 4,963.43	\$ 1,164.32	\$ 29.11	\$ 5,062.70	\$ 1,187.60	\$ 29.69	\$ 5,163.95
Material Planner- 2	\$ 1,080.20	\$ 27.00	\$ 4,696.94	\$ 1,101.80	\$ 27.55	\$ 4,790.88	\$ 1,123.84	\$ 28.10	\$ 4,886.70
Material Planner- 1	\$ 1,018.43	\$ 25.46	\$ 4,428.34	\$ 1,038.79	\$ 25.97	\$ 4,516.90	\$ 1,059.57	\$ 26.49	\$ 4,607.24
Buyer Analyst 6	\$ 1,168.25	\$ 29.21	\$ 5,079.80	\$ 1,191.61	\$ 29.79	\$ 5,181.40	\$ 1,215.45	\$ 30.39	\$ 5,285.03
Buyer Analyst 5	\$ 1,091.02	\$ 27.28	\$ 4,743.99	\$ 1,112.84	\$ 27.82	\$ 4,838.87	\$ 1,135.10	\$ 28.38	\$ 4,935.64
Buyer Analyst 4	\$ 1,013.79	\$ 25.34	\$ 4,408.17	\$ 1,034.06	\$ 25.85	\$ 4,496.34	\$ 1,054.75	\$ 26.37	\$ 4,586.26
Buyer Analyst 3	\$ 937.07	\$ 23.43	\$ 4,074.57	\$ 955.81	\$ 23.90	\$ 4,156.06	\$ 974.92	\$ 24.37	\$ 4,239.18
Buyer Analyst 2	\$ 859.85	\$ 21.50	\$ 3,738.80	\$ 877.04	\$ 21.93	\$ 3,813.58	\$ 894.58	\$ 22.36	\$ 3,889.85
Buyer Analyst 1	\$ 782.62	\$ 19.57	\$ 3,402.98	\$ 798.27	\$ 19.96	\$ 3,471.04	\$ 814.23	\$ 20.36	\$ 3,540.47

	PERIOD 8			PERIOD 9			PERIOD 10		
	APRIL 1, 2023			APRIL 1, 2024			APRIL 1, 2025		
LOGISTICS & SUPPLY	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.	WEEKLY RATE	HOURLY EQUIV.	MONTHLY EQUIV.
Senior Lead Stockkeeper	\$ 1,451.02	\$ 36.28	\$ 6,309.34	\$ 1,480.04	\$ 37.00	\$ 6,435.52	\$ 1,509.64	\$ 37.74	\$ 6,564.23
Lead Stockkeeper	\$ 1,385.43	\$ 34.64	\$ 6,024.14	\$ 1,413.14	\$ 35.33	\$ 6,144.62	\$ 1,441.40	\$ 36.03	\$ 6,267.52
Stockkeeper 7	\$ 1,236.32	\$ 30.91	\$ 5,375.80	\$ 1,261.05	\$ 31.53	\$ 5,483.31	\$ 1,286.27	\$ 32.16	\$ 5,592.98
Stockkeeper 6	\$ 1,094.56	\$ 27.36	\$ 4,759.40	\$ 1,116.46	\$ 27.91	\$ 4,854.59	\$ 1,138.78	\$ 28.47	\$ 4,951.68
Stockkeeper 5	\$ 1,035.08	\$ 25.88	\$ 4,500.75	\$ 1,055.78	\$ 26.39	\$ 4,590.76	\$ 1,076.90	\$ 26.92	\$ 4,682.58
Stockkeeper 4	\$ 976.25	\$ 24.41	\$ 4,244.94	\$ 995.78	\$ 24.89	\$ 4,329.84	\$ 1,015.69	\$ 25.39	\$ 4,416.44
Stockkeeper 3	\$ 924.16	\$ 23.10	\$ 4,018.44	\$ 942.64	\$ 23.57	\$ 4,098.81	\$ 961.49	\$ 24.04	\$ 4,180.78
Stockkeeper 2	\$ 789.77	\$ 19.74	\$ 3,434.08	\$ 805.56	\$ 20.14	\$ 3,502.77	\$ 821.68	\$ 20.54	\$ 3,572.82
Stockkeeper 1	\$ 655.31	\$ 16.38	\$ 2,849.42	\$ 668.42	\$ 16.71	\$ 2,906.41	\$ 681.78	\$ 17.04	\$ 2,964.54
Line Expediter 6	\$ 1,533.71	\$ 38.34	\$ 6,668.92	\$ 1,564.39	\$ 39.11	\$ 6,802.29	\$ 1,595.68	\$ 39.89	\$ 6,938.34
Line Expediter 5	\$ 1,482.36	\$ 37.06	\$ 6,445.62	\$ 1,512.01	\$ 37.80	\$ 6,574.53	\$ 1,542.25	\$ 38.56	\$ 6,706.02
Line Expediter 4	\$ 1,430.99	\$ 35.77	\$ 6,222.27	\$ 1,459.61	\$ 36.49	\$ 6,346.72	\$ 1,488.81	\$ 37.22	\$ 6,473.65
Line Expediter 3	\$ 1,380.18	\$ 34.50	\$ 6,001.32	\$ 1,407.78	\$ 35.19	\$ 6,121.34	\$ 1,435.94	\$ 35.90	\$ 6,243.77
Line Expediter 2	\$ 1,328.81	\$ 33.22	\$ 5,777.97	\$ 1,355.39	\$ 33.88	\$ 5,893.53	\$ 1,382.50	\$ 34.56	\$ 6,011.40
Line Expediter 1	\$ 1,278.01	\$ 31.95	\$ 5,557.07	\$ 1,303.57	\$ 32.59	\$ 5,668.21	\$ 1,329.64	\$ 33.24	\$ 5,781.57
Material Planner- 6	\$ 1,408.04	\$ 35.20	\$ 6,122.47	\$ 1,436.20	\$ 35.91	\$ 6,244.92	\$ 1,464.93	\$ 36.62	\$ 6,369.81
Material Planner- 5	\$ 1,342.49	\$ 33.56	\$ 5,837.42	\$ 1,369.34	\$ 34.23	\$ 5,954.17	\$ 1,396.72	\$ 34.92	\$ 6,073.25
Material Planner- 4	\$ 1,276.91	\$ 31.92	\$ 5,552.28	\$ 1,302.45	\$ 32.56	\$ 5,663.32	\$ 1,328.50	\$ 33.21	\$ 5,776.59
Material Planner- 3	\$ 1,211.36	\$ 30.28	\$ 5,267.23	\$ 1,235.58	\$ 30.89	\$ 5,372.58	\$ 1,260.29	\$ 31.51	\$ 5,480.03
Material Planner- 2	\$ 1,146.32	\$ 28.66	\$ 4,984.43	\$ 1,169.24	\$ 29.23	\$ 5,084.12	\$ 1,192.63	\$ 29.82	\$ 5,185.80
Material Planner- 1	\$ 1,080.76	\$ 27.02	\$ 4,699.38	\$ 1,102.38	\$ 27.56	\$ 4,793.37	\$ 1,124.42	\$ 28.11	\$ 4,889.24
Buyer Analyst 6	\$ 1,239.76	\$ 30.99	\$ 5,390.73	\$ 1,264.55	\$ 31.61	\$ 5,498.54	\$ 1,289.84	\$ 32.25	\$ 5,608.51
Buyer Analyst 5	\$ 1,157.80	\$ 28.94	\$ 5,034.36	\$ 1,180.95	\$ 29.52	\$ 5,135.04	\$ 1,204.57	\$ 30.11	\$ 5,237.74
Buyer Analyst 4	\$ 1,075.84	\$ 26.90	\$ 4,677.99	\$ 1,097.36	\$ 27.43	\$ 4,771.55	\$ 1,119.31	\$ 27.98	\$ 4,866.98
Buyer Analyst 3	\$ 994.42	\$ 24.86	\$ 4,323.96	\$ 1,014.31	\$ 25.36	\$ 4,410.44	\$ 1,034.60	\$ 25.86	\$ 4,498.65
Buyer Analyst 2	\$ 912.48	\$ 22.81	\$ 3,967.64	\$ 930.73	\$ 23.27	\$ 4,047.00	\$ 949.34	\$ 23.73	\$ 4,127.94
Buyer Analyst 1	\$ 830.52	\$ 20.76	\$ 3,611.27	\$ 847.13	\$ 21.18	\$ 3,683.50	\$ 864.07	\$ 21.60	\$ 3,757.17

9.04.01 Midnight Shift - \$2.00 per hour premium for all hours worked between 23:00 and 07:00.

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TAB 2

TAB 3

Aircraft Maintenance Engineer - Ellis Chart

► View Provincial and Territorial Trade Names

	NL	NS	PE	NB	QC	ON	MB	SK	AB	BC	YT	NT	NU
► Red Seal Endorsement Offered (Yes/No)	No	-	-	-	-	-	No	No	-	No	-	-	No
► Apprenticeship Training Provided (Yes/No)	Yes	-	-	-	-	-	Yes	Yes	-	No	-	-	Yes
► Pre-Apprenticeship Training Available (Yes/No)	Yes	-	-	-	-	-	Yes	Yes	-	No	-	-	No
► Levels of Technical Training	4	-	-	-	-	-	4	4	-	N/A	-	-	4
► Technical Training Available (Yes/No)	No	-	-	-	-	-	Yes	Yes	-	No	-	-	Yes
► Total Training Hours (On-The-Job plus Technical Training)	7200	-	-	-	-	-	7200	7200	-	7200	-	-	7200
► On-The-Job Training Hours	6000	-	-	-	-	-	5905	5968	-	7200	-	-	5968
► Technical Training (Total Hours)	1200	-	-	-	-	-	1295	1232	-	N/A	-	-	1232
► Technical Training (Total Weeks)	40	-	-	-	-	-	37	36	-	N/A	-	-	36
► Ratio of Journeyperson to Apprentice	1:2	-	-	-	-	-	1:1	N/A	-	N/A	-	-	1:2
► Trade Qualifier Challenge Option (Yes/No)	No	-	-	-	-	-	No	No	-	No	-	-	No
► Required Hours for Trade Qualifier	N/A	-	-	-	-	-	N/A	N/A	-	N/A	-	-	n/a
► Compulsory/Voluntary (C/V) Certification Required by Apprenticeship Authority	V	-	-	-	-	-	V	N/A	-	V	-	-	V
► Other Certification/Licensing Requirements (Yes/No – if Yes, see P/T website for details)	Yes	-	-	-	-	-	No	Yes	-	Yes	-	-	Yes
► Practical Level Examinations	No	-	-	-	-	-	No	No	-	No	-	-	Yes
► Written Level Examinations	No	-	-	-	-	-	No	No	-	No	-	-	Yes
► Practical Final Examination	No	-	-	-	-	-	No	No	-	No	-	-	No
► Written Certification Examination	Yes	-	-	-	-	-	Yes	No	-	No	-	-	Yes

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TAB 4

Enter Keyword, Job Title, Skill

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Ground Support Equipment Technician (CAT 23) - 30937

Apply Now

Location: TORONTO, ON, Canada
Posting Start Date: Mar 14, 2023
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Job Description

Description

Being part of Air Canada is to become part of an iconic Canadian symbol, recently ranked the best Airline in North America. Let your career take flight by joining our diverse and vibrant team at the leading edge of passenger aviation.

Air Canada is presently looking for for a dynamic individual to fill a permanent full- time position as of a Ground Support Equipment (GSE) Mechanic.

The GSE maintenance professionals should have the following skill sets:

- Knowledge of drive-trains, diesel and gasoline engines, propane fuel systems, complex electrical and hydraulic systems, and metal fabrication and welding.
- Candidates should be able to read and understand various schematic diagrams for maintenance troubleshooting and be proficient with computers and diagnostic tools.
- Individuals need to be "team players" with excellent written and verbal communication skills with the ability to maintain a customer focused attitude in a demanding, high stress environment.

Qualifications

- High School diploma.
- Must have 310S, 310T, OR Red Seal
- Valid Automotive Service Technician, Commercial Transport Mechanic or Heavy Duty Mechanic trades certification.
- Inter-Provincial Red Seal.
- A minimum of five (5) years experience in the trade.
- Able to successfully pass the pre-employment qualifying exam.
- Employees in this role, conduct safety-critical work and as such, Air Canada medical standards must be met in order to qualify for the role. Candidates will be subject to a medical evaluation, including a drug and alcohol test an are expected to be free of any intoxicating substances.
- Candidates must be eligible to work in the country of interest, at the time any offer of employment is made and seeking any required work permits/visas or other authorizations which may be required is the sole responsibly of the candidates applying for this position.
- Must be able to obtain and maintain any applicable transportation security clearances and additional authorizations. Please refer to Transport Canada site for more details.

Assets

- Advanced Fuel Injection & Diesel Engine Tune-Up certificates/licenses.
- Air Conditioning and Refrigeration certificates/licenses.
- Propane Fuel Systems certificates/licenses.
- Automotive Inspection certificate/licenses.
- Previous experience maintaining mobile ground power (generators), air conditioners (up to 110 ton), air start units (compressors up to 250 cfm), but will also consider experience in Farm or Heavy Industrial equipment.
- Current security clearance

Linguistic Requirements

Based on equal qualifications, preference will be given to bilingual candidates.

Diversity and Inclusion

Air Canada is strongly committed to Diversity and Inclusion and aims to create a healthy, accessible and rewarding work environment which highlights employees' unique contributions to our company's success.

As an equal opportunity employer, we welcome applications from all to help us build a diverse workforce which reflects the diversity of our customers, and communities, in which we live and serve.

Air Canada thanks all candidates for their interest; however only those selected to continue in the process will be contacted.

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A STAR ALLIANCE MEMBER 

TAB 5

Automotive Service Technician - Ellis Chart

► View Provincial and Territorial Trade Names

	NL	NS	PE	NB	QC	ON	MB	SK	AB	BC	YT	NT	NU
► Red Seal Endorsement Offered (Yes/No)	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
► Apprenticeship Training Provided (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
► Pre-Apprenticeship Training Available (Yes/No)	Yes	Yes	Yes	Yes	Yes	<div>* -</div>	Yes	Yes	Yes	Yes	No	No	-
► Levels of Technical Training	4	4	4	4	-	3	4	4	4	4	4	4	-
► Technical Training Available (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
► Total Training Hours (On-The-Job plus Technical Training)	7200	7200	7200	7200	-	7220	7200	7200	7200	7200	7200	7200	-
► On-The-Job Training Hours	6270	-	6360	6270	-	6500	6220	6240	6240	6360	6240	6240	-
► Technical Training (Total Hours)	930	-	840	930	-	720	980	960	960	840	960	960	-
► Technical Training (Total Weeks)	31	31	28	31	-	24	28	32	32	28	32	32	-
► Ratio of Journeyperson to Apprentice	1:2	1:2	1:1	1:1	-	1:1	1:2	1:2	1:2	-	1:2	1:2	-
► Trade Qualifier Challenge Option (Yes/No)	Yes	Yes	Yes	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
► Required Hours for Trade Qualifier	10800	10800	9200	10800	-	7220	10800	10800	9630	9540	10800	9000	-
► Compulsory/Voluntary (C/V) Certification Required by Apprenticeship Authority	V	C	C	C	C/V	C	V	V	C	V	V	V	-
► Other Certification/Licensing Requirements (Yes/No – if Yes, see P/T website for details)	No	No	N	No	-	No	No	No	No	No	No	No	-
► Practical Level Examinations	No	No	N	No	-	No	No	No	No	No	No	No	-
► Written Level Examinations	Yes	Yes	Yes	Yes	-	No	No	Yes	Yes	Yes	Yes	Yes	-
► Practical Final Examination	No	No	N	No	-	Yes	No	No	No	No	No	No	-
► Written Certification Examination	Yes	Yes	Yes	Yes	-	Yes	Yes	Yes	Yes	Yes	Ys	Yes	-

Note:

In Quebec, when a Red Seal is issued, the certificate uses the official Red Seal trade name. However, the trade name used by the apprenticeship program and provincial certification may differ. Please check with the appropriate apprenticeship authority in Quebec.

Footnote

*
-

 Please refer to province/territory’s apprenticeship authority’s website for details.

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Maintenance Electrician – Facilities – (CAT 24) - 32035

Location: TORONTO, ON, Canada

Posting Start Date: Mar 13, 2023

Posting End Date: Mar 27, 2023

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Job Description

Description

Are you passionate about reaching new heights, teamwork and making a meaningful contribution? Do you picture yourself as a valued member of an industry-leading organization? If you answered yes to these questions, Air Canada is seeking enthusiastic individuals to join the diverse and vibrant team working together to lead the growth and expansion of Canada's flag carrier.

Air Canada is presently looking for a dynamic individual to fill a permanent full-time position as of a Facility Maintenance Electrician at Toronto Airport.

- Facility Maintenance Electrician is responsible for preventative maintenance and repair requests made through the Facilities work order system.
- Install, maintain, trouble shoot and repair facility equipment and industrial equipment and associated electrical and electronic controls.
- Read, interpret electrical drawings, schematics and the Canadian national electrical code Test electrical and electronic equipment and components for serviceability.
- Maintain, repair, test and install electrical motors, generators, industrial forklift batteries and hydraulic and pneumatic electrical control systems.
- Conduct preventative maintenance program on powered and non-powered aircraft ground support equipment.
- Install, maintain and calibrate industrial instrumentation and related devices.

Qualifications

- High School diploma
- Industrial Electrician Interprovincial Redseal
- Minimum of five (5) years experience in the trade
- Able to successfully pass the pre-employment qualifying exam
- Excellent written and verbal communication skills
- Ability to maintain a customer focused attitude in a demanding, high stress environment.
- Be a team player
- Available to work a variety of day shifts as well as weekends and holidays.
- Ability to travel and to hold a valid passport
- Employees in this role, conduct safety-critical work and as such, Air Canada medical standards must be met in order to qualify for the role. Candidates will be subject to a medical evaluation, including a drug and alcohol test and are expected to be free of any intoxicating substances

Specific requirements

- Must be able to obtain and maintain any applicable transportation security clearances and additional authorizations depending on the work location. Please refer to Transport Canada site for more details.
- Candidates must be eligible to work in the country of interest, at the time any offer of employment is made and seeking any required work permits/visas or other authorizations which may be required is the sole responsibility of the candidates applying for this position

Linguistic requirements

Based on equal qualifications, preference will be given to bilingual candidates.

Diversity and Inclusion

Air Canada is strongly committed to Diversity and Inclusion and aims to create a healthy, accessible and rewarding work environment which highlights employees' unique contributions to our company's success.

As an equal opportunity employer, we welcome applications from all to help us build a diverse workforce which reflects the diversity of our customers, and communities, in which we live and serve.

Air Canada thanks all candidates for their interest; however only those selected to continue in the process will be contacted.

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TAB 7

Industrial Electrician - Ellis Chart

► View Provincial and Territorial Trade Names

	NL	NS	PE	NB	QC	ON	MB	SK	AB	BC	YT	NT	NU
► Red Seal Endorsement Offered (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No
► Apprenticeship Training Provided (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No
► Pre-Apprenticeship Training Available (Yes/No)	Yes	Yes	Yes	Yes	Yes	<div><div>*</div><div>-</div></div>	Yes	No	No	Yes	Yes	No	No
► Levels of Technical Training	4	4	4	4	-	3	4	-	-	4	4	4	-
► Technical Training Available (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	yes	Yes	No
► Total Training Hours (On-The-Job plus Technical Training)	7200	7200	7200	7200	9800	9000	7200	-	-	7200	7200	7200	-
► On-The-Job Training Hours	6030	-	6030	6030	8000	8160	5800	-	-	6000	6240	6240	-
► Technical Training (Total Hours)	1170	-	1170	1170	1800	840	1400	-	-	1200	960	960	-
► Technical Training (Total Weeks)	39	39	39	39	-	28	40	-	-	40	36	36	-
► Ratio of Journeyperson to Apprentice	1:2	1:2	1:1	1:1	2:1	-	1:2	-	-	-	1:2	1:2	-
► Trade Qualifier Challenge Option (Yes/No)	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	Yes	Yes	No
► Required Hours for Trade Qualifier	10800	10800	9200	10800	-	9000	10800	-	-	9000	10800	9000	-
► Compulsory/Voluntary (C/V) Certification Required by Apprenticeship Authority	V	V	V	No	C	C	C	-	-	V	V	V	-
► Other Certification/Licensing Requirements (Yes/No – if Yes, see P/T website for details)	No	No	N	Yes	No	No	Yes	-	-	No	Yes	No	-
► Practical Level Examinations	No	No	N	No	-	No	No	-	-	No	No	No	-
► Written Level Examinations	Yes	Yes	Yes	Yes	-	No	No	-	-	Yes	Yes	Yes	-
► Practical Final Examination	No	No	N	No	-	No	No	-	-	No	No	No	-
► Written Certification Examination	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-	-	Yes	Yes	Yes	-

Note:

In Quebec, when a Red Seal is issued, the certificate uses the official Red Seal trade name. However, the trade name used by the apprenticeship program and provincial certification may differ. Please check with the appropriate apprenticeship authority in Quebec.

Footnote

*

-

 Please refer to province/territory's apprenticeship authority's website for details.

Date modified: 2021-05-17

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TAB 8

SEARCH

Back to Search Results

Facilities Maintenance Mechanic – (CAT 27) - 31519

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Location: DORVAL, QC, Canada
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Job Description

Description

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- Perform preventative maintenance & servicing to Building related mechanical equipment.
- Investigate and troubleshoot faulty Hangar Doors, Overhead doors, fire doors, etc.
- Ability to install, maintain, repair, dismantle, and reassemble machinery.
- Ability to use welding equipment, hand, and power tools as necessary.
- Perform minor repairs including replacement of gearboxes, sprockets, chains, door panels
- Perform visual inspections of buildings to maintain Building Code standards.
- Ensure all work is completed in a safe manner and complies with applicable industry standards.
- Performing other facility related duties as requested.
- Team oriented individual with demonstrated ability to work unsupervised and self directed.
- Able to work under pressure.
- Able to work shifts, including weekends & participate in on-call rotation

Qualifications

- Must posses a valid DVS (Diploma of Vocational Studies).
- Must posses valid Driver’s licence with clean abstract
- Must Posses G1/G2 Gas licence Certification
- Minimum 5 years field experience.
- Knowledge of building mechanics, Complex HVAC systems, Mechanical system operation, Building Automation, CMMS
- Candidate must have excellent written and oral communication skills and be detailed oriented.
- Ability to Pass and obtain an airside vehicle operator’s permit (Mandatory)
- Basic computer knowledge (Word, Excel, e-mail and internet).
- Employees in this role, conduct safety-critical work and as such, Air Canada medical standards must be met in order to qualify for the role. Candidates will be subject to a medical evaluation, including a drug and alcohol test and are expected to be free of any intoxicating substances.
- Must be able to obtain and maintain any applicable transportation security clearances and additional authorizations depending on the work location. Please refer to Transport Canada site for more details.
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

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
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A STAR ALLIANCE MEMBER 

TAB 9

For Residents

For Business

Visiting NB

Your Government

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About NB

Services

Compressed Gas Licences - Class G

Justice & Public Safety

Description

Fees

Contacts

Overview

Class G Compressed Gas Licences authorize holders to install, service and repair gas installations.

Eligibility

To obtain a G2 Gas Technician Licence, applicants must have at least 2,000 hours of combined technical and practical experience under a Class G2 or G1 licence holder, must successfully complete the TSSA training curriculum (CSA modules 1 to 24 inclusive), and must successfully pass the Gas Board examination.

To obtain a G1 Gas Technician Licence, applicants must hold a valid Class G2 Licence, have at least 2,000 hours of combined technical and practical experience under a Class G1 licence holder, 500 of which must be on systems greater than 400,000 British Thermal Units, and must also successfully pass the Gas Board Examination.

To obtain a G2-L Gas Technician with Liquid Propane Endorsement Licence, applicants must hold a G2 Gas Technician Licence, must have over 200 hours of experience with liquid propane under the supervision of a Class A2, A4, G2-L or G1-L licence holder, and must also complete a training program and examination which is acceptable to the Gas Board.

To obtain a G1-L Gas Technician with Liquid Propane Endorsement Licence, applicants must hold a G1 Gas Technician Licence, must have 200 hours of experience with liquid propane under the supervision of a Class A4 or G1-L licence holder, and must also complete a training program and examination which is acceptable to the Gas Board.

To obtain a GP Gas Piping Fitter Licence, applicants must hold a certificate of qualification which is issued under the Apprenticeship and Occupational Certification Act in the plumbing or steamfitter-pipefitter trades, must successfully complete the TSSA training curriculum (CSA modules 3, 4, 8, 10 and 15), and must successfully pass the Gas Board examination.

Description

A G2 Gas Technician Licence authorizes the holder to install, service and repair gas installations of appliances with an input up to and including 400,000 British Thermal Unit per hour, but not including liquid propane installations.

A G1 Gas Technician Licence authorizes the holder to install, service and repair gas installations having any British Thermal Units per hour input, but not including liquid propane installations.

A G2-L Gas Technician with Liquid Propane Endorsement Licence authorizes the holder to install, service and repair gas installations of appliances with an input of up to and including 400,000 British Thermal Units per hour.

A G1-L Gas Technician with Liquid Propane Endorsement Licence authorizes the holder to install, service and repair gas installations having any British Thermal Units per hour.

A GP Gas Piping Fitter Licence authorizes the holder to install, service and repair gas piping systems, not including the installation, service or repair of appliances, cylinders, tanks or the connecting of the system to the gas supply or appliances.



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Forms

Some forms may require the latest version of Adobe Acrobat Reader. Please fill, print and send form(s) to the mailing address provided on the form or in the Service Contact section.

► [Application for Compressed Gas Licence PDF](#)

Related Links

- [Canadian Gas Association](#)
- [Canadian Standards Association](#)
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- [Compressed Gas Licences - Class ICE](#)
- [Compressed Gas Licences - Class PPO, PTO](#)
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Acts & Regulations

- [Boiler and Pressure Vessel Act PDF | HTML](#)
- [84-176 Propane, Natural and Medical Gas PDF | HTML](#)

TAB 10

View unit group

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Search by job title

Search by NOC code

Version

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72404

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Comparative search

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Career Handbook

72404 – Aircraft mechanics and aircraft inspectors

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Profile

Example titles

Index of titles

- Aircraft gas turbine engine technician
- Aircraft hydraulics mechanic
- Aircraft inspector
- Aircraft maintenance engineer (AME) (except avionics)
- Aircraft mechanic
- Aircraft repair and overhaul inspector
- Aircraft repair shop inspector
- Aircraft structural repair technician
- Aircraft systems inspector
- Aviation mechanical component shop technician
- Certified aircraft technician
- Flight test inspector

Main duties

This group performs some or all of the following duties:

Aircraft mechanics

- Troubleshoot aircraft structural, mechanical or hydraulic systems to identify problems and adjust and repair systems according to specifications, technical drawings, manuals and established procedures
- Repair and overhaul aircraft structural, mechanical or hydraulic systems
- Install or modify aircraft engines and mechanical, hydraulic, flight control, fuel and pneumatic systems
- Dismantle airframes, aircraft engines or other aircraft systems for repair, overhaul and cleaning, and reassemble
- Perform and document routine maintenance
- Order and maintain inventory of parts and supplies.

Aircraft inspectors

- Inspect structural and mechanical systems of aircraft and ensure that these systems meet Transport Canada and company standards of performance and safety
- Inspect work of aircraft mechanics performing maintenance, repair and overhaul, or modification of aircraft and aircraft mechanical systems to ensure adherence to standards and procedures
- Maintain detailed repair, inspection and certification records of aircrafts.

Employment requirements

- Completion of secondary school is required.
- A college diploma in aircraft maintenance or completion of a four-year apprenticeship program is usually required.
- Several years of on-the-job training are required for aircraft mechanics.
- Aircraft mechanics and inspectors who sign maintenance releases and certify airworthiness require an Aircraft Maintenance Engineer's (AME) licence issued by Transport Canada.
- Trade certification for aircraft maintenance engineers is available, but voluntary, in Ontario, the Northwest Territories and Nunavut.
- Trade certification for aircraft structural technicians is available, but voluntary, in British Columbia.
- Industry certification from the Canadian Aviation Maintenance Council for some occupations in this unit group is available, but voluntary.
- Aircraft inspectors require several years of experience as an aircraft mechanic.

Additional information

- Aircraft mechanics and inspectors may acquire further endorsements to their AME licence allowing them to inspect and certify a broader range of aircraft and aircraft systems.
- Aircraft mechanics may progress to foreman/woman, shop supervisor or aircraft inspector.
- Aircraft mechanics usually specialize in working on specific aircraft systems such as engines, engine accessories, airframes, propellers, mechanical components or hydraulic systems and specific kinds of aircraft, such as light aircraft, jet transports and helicopters.
- AME licences are issued in the following categories: M - Small and Large Aircrafts, E - Electronic Systems, S - Aircraft Structures.
- With experience, aircraft inspectors may progress to shop inspector or supervisor.

Exclusions

- Aircraft assemblers and aircraft assembly inspectors ([93200](#))
- Aircraft engine assembly fitter (in [72405 Machine fitters](#))
- Aircraft mechanics and inspectors foreman/woman (in [72020 Contractors and supervisors, mechanic trades](#))
- Airworthiness inspector (in [22231 Engineering inspectors and regulatory officers](#))
- Non-destructive test technician (in [22230 Non-destructive testers and inspectors](#))
- Aircraft instrument, electrical and avionics mechanics, technicians and inspectors ([22313](#)).

Breakdown summary

Broad occupational category
[7 – Trades, transport and equipment operators and related occupations](#)

TEER
2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group
[72 – Technical trades and transportation officers and controllers](#)

Sub-major group
[724 – Technical maintenance trades](#)

Minor group
[7240 – Machinery and transportation equipment mechanics \(except motor vehicles\)](#)

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TAB 11



View unit group

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Search by job title

Search by NOC code

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Enter a NOC code

22313 – Aircraft instrument, electrical and avionics mechanics, technicians

Search

Comparative search

Advanced search

Career Handbook

22313 – Aircraft instrument, electrical and avionics mechanics, technicians and inspectors

Aircraft instrument, electrical and avionics mechanics, technicians and inspectors install, adjust, repair and overhaul aircraft instrument, electrical or avionics systems on aircraft. This unit group also includes avionics inspectors who inspect instrument, electrical and avionics systems following assembly, modification, repair or overhaul. They are employed by aircraft manufacturing, maintenance, repair and overhaul establishments and by airlines and other aircraft operators. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Aircraft electrical technician
- Aircraft electrician
- Aircraft instrument inspector
- Aircraft instrument mechanic
- Aircraft instrument technician
- Aircraft maintenance engineer (AME) - avionics
- Avionics inspector
- Avionics maintenance technician
- Avionics technician
- Instrument overhaul and repair mechanic - avionics

Main duties

This group performs some or all of the following duties:

Aircraft instrument mechanics and technicians

- Repair and overhaul, install, calibrate and test aircraft instruments.

Aircraft electrical mechanics and technicians

- Repair and overhaul, modify, install and test aircraft electrical systems and equipment.

Avionics mechanics and technicians

- Troubleshoot, repair and overhaul, test, modify, install and inspect aircraft electronic systems and components including communications, navigation, and autoflight equipment.

Avionics inspectors

- Inspect and test aircraft instrument, electrical and avionics systems and ensure that the installation, maintenance, repair and overhaul of these systems meet Transport Canada and company standards of performance and safety.

Employment requirements

- Aircraft instrument and avionics mechanics and technicians require completion of a two- to three-year college program in avionics or electronics.
- Aircraft electrical mechanics and technicians require completion of a college program as an electrical or electronic technician.
- Four years of on-the-job or company apprenticeship training is required for all mechanics and technicians in this unit group.
- Avionics inspectors require completion of a two- to three-year college program in avionics or electronics and three to five years of experience as an avionics mechanic or technician.
- Avionics inspectors, mechanics and technicians who sign maintenance releases and certify airworthiness require an Aircraft Maintenance Engineer's (AME) licence (category E - avionics) issued by Transport Canada.
- Industry certification is available from the Canadian Council for Aviation & Aerospace (CCAA) for some occupations in this unit group.
- In Quebec, membership in the regulatory body for professional technologists is required to use the title "Professional Technologist."

Additional information

- Aircraft mechanics and technicians who work in repair and overhaul shops service and test electrical, electronic and instrument components.
- An AME licence can be obtained by fulfilling the education and training requirements as stated above and passing Transport Canada AME examinations.
- Avionics inspectors, maintenance technicians and mechanics may acquire further endorsements to their AME licence allowing them to inspect and certify a broader range of aircraft and avionics systems.
- Avionics mechanics and technicians who work in maintenance hangars troubleshoot, repair, install and inspect aircraft systems and components.
- Progression to supervisory positions within specific areas of expertise is possible with experience.

Exclusions

- Aircraft assemblers and aircraft assembly inspectors ([93200](#))
- Aircraft mechanics and aircraft inspectors ([72404](#))
- Airworthiness inspector (in [22231 Engineering inspectors and regulatory officers](#))
- Electrical mechanics ([72422](#))
- Industrial instrument technicians and mechanics ([22312](#))

Breakdown summary

Broad occupational category
[2 – Natural and applied sciences and related occupations](#)

TEER
2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group
[22 – Technical occupations related to natural and applied sciences](#)

Sub-major group
[223 – Technical occupations related to engineering](#)

Minor group
[2231 – Technical occupations in electronics and electrical engineering](#)

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TAB 12



View unit group

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Search by job title

Search by NOC code

Version

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Enter your job title

Example: Banking, insurance and other financial clerks

Search

Comparative search

Advanced search

Career Handbook

63221 – Upholsterers

Upholsterers cover furniture, fixtures and similar items with fabric, leather or other upholstery materials. They are employed by furniture, aircraft, motor vehicle and other manufacturing companies, furniture retail outlets and repair shops or they may be self-employed.

Profile

Example titles

Index of titles

- Automobile upholsterer
- Custom upholsterer
- Furniture upholsterer
- Upholsterer
- Upholstery repairer

Main duties

This group performs some or all of the following duties:

- Discuss upholstery fabric, colour, and style with customers and provide cost estimate for upholstering furniture or other items
- Lay out, measure and cut upholstery materials according to sketches or design specifications
- Replace worn-out webbing, springs and other furniture parts using hand and power tools
- Operate sewing machines or sew upholstery materials by hand to seam cushions and join sections of covering materials
- Install padding and underlays and fasten covering materials to furniture frames
- Tack, glue or sew ornamental trim, braids or buttons on upholstered items
- Lay out, cut, fabricate and install upholstery in aircrafts, motor vehicles, railway cars, boats and ships
- May repair furniture frames and refinish wood surfaces
- May make upholstery patterns from sketches, customer descriptions or blueprints
- May install, fabricate, maintain and repair interior components of aircraft, such as seats, coverings, drapes, cargo nets, flooring, closets, bins and panels.

Employment requirements

- Completion of college or other specialized courses or an apprenticeship program in furniture upholstering and repair or several years of on-the-job training, including working as an upholsterer helper are usually required.
- Trade certification is available, but voluntary, in Quebec.
- Completion of secondary school is usually required.

Additional information

- Progression to supervisory positions is possible with experience.

Exclusions

- Furniture and fixture assemblers, finishers, refinishers and inspectors (94210)
- Upholstery marker and cutter (in 95105 Labourers in textile processing and cutting)
- Upholsterers supervisor (in 62029 Other services supervisors)

Breakdown summary

Broad occupational category

6 – Sales and service occupations

TEER

3 – Occupations usually require a college diploma or apprenticeship training of less than two years; or more than six months of on-the-job training

Major group

63 – Occupations in sales and services

Sub-major group

632 – Occupations in services

Minor group

6322 – Shoe repairers, shoemakers and upholsterers

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TAB 13



View unit group

Version: NOC 2021 Version 1.0.0

Search by job title

Search by NOC code

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Enter a NOC code

73112 - Painters and decorators (except interior decorators)

Search

Comparative search

Advanced search

Career Handbook

73112 – Painters and decorators (except interior decorators)

Painters and decorators apply paint, wallpaper and other finishes to interior and exterior surfaces of buildings and other structures. They are employed by construction companies, painting contractors and building maintenance contractors, or they may be self-employed. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Construction painter
- Maintenance painter
- Painter
- Painter and decorator
- Painter and decorator apprentice
- Paperhanger

Main duties

This group performs some or all of the following duties:

- Read specifications to determine quantities of materials required
- Prepare and clean surfaces using methods such as scraping, sanding, sandblasting, hydro-blasting and steam-cleaning; remove old wallpaper and loose paint; repair cracks and holes in walls; and sandpaper and apply sealer
- Mix and thin paint to obtain desired colour and texture
- Apply paint or other materials, such as stains, lacquer, enamel, oil, varnish, fibreglass, metal coating or fire retardant using brushes, rollers or spray equipment
- Measure, cut and apply wallpaper or fabric to walls
- Assemble and erect scaffolding and swing stages
- May advise customer on selection of colour schemes and choice of wall coverings
- May provide cost estimates to clients.

Employment requirements

- Completion of secondary school is usually required.
- Completion of a three- to four-year apprenticeship program or over three years of work experience in the trade is usually required to be eligible for trade certification.
- Trade certification for painters and decorators is compulsory in Quebec and available, but voluntary, in all other provinces and the territories.
- Red Seal endorsement is also available to qualified painters and decorators upon successful completion of the interprovincial Red Seal examination.

Additional information

- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.

Exclusions

- Industrial painters, coaters and metal finishing process operators ([94213](#))
- Painters, sculptors and other visual artists ([53122](#))
- Painters and decorators supervisor (in [72014 Contractors and supervisors, other construction trades, installers, repairers and servicers](#))
- Automotive painter - motor vehicle repair (in [72411 Auto body collision, refinishing and glass technicians and damage repair estimators](#))
- Interior decorator (in [52121 Interior designers and interior decorators](#))

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

3 – Occupations usually require a college diploma or apprenticeship training of less than two years; or more than six months of on-the-job training

Major group

[73 – General trades](#)

Sub-major group

[731 – General construction trades](#)

Minor group

[7311 – Roofers, glaziers, painters, decorators and floor covering installers](#)

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TAB 14

View unit group

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Search by job title

Search by NOC code

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Enter a NOC code

72106 – Welders and related machine operators

Search

Comparative search

Advanced search

Career Handbook

72106 – Welders and related machine operators

Welders operate welding equipment to weld ferrous and non-ferrous metals. This unit group also includes machine operators who operate previously set up production welding, brazing and soldering equipment. They are employed by companies that manufacture structural steel and platework, boilers, heavy machinery, aircraft and ships and other metal products, and by welding contractors and welding shops, or they may be self-employed. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Aviation welding technician
- Brazing machine operator
- Brazing machine setter
- Electric arc welder
- Journeyman/woman welder
- Laser welding operator
- Pressure vessel welder
- Production welder
- Soldering machine operator
- Spot welder
- Submerged arc welder
- Welder
- Welder apprentice
- Welder-fitter

Main duties

This group performs some or all of the following duties:

Welders

- Read and interpret blueprints or welding process specifications
- Operate manual or semi-automatic welding equipment to fuse metal segments using processes such as gas tungsten arc welding (GTAW), gas metal arc welding (GMAW), flux-cored arc welding (FCAW), plasma arc welding (PAW), shielded metal arc welding (SMAW), oxy-acetylene welding (OAW), resistance welding and submerged arc welding (SAW)
- Operate manual or semi-automatic flame-cutting equipment
- Operate brazing and soldering equipment
- Operate metal shaping machines such as brakes, shears and other metal straightening and bending machines
- Repair worn parts of metal products by welding on extra layers.

Welding, brazing and soldering machine operators

- Operate previously set up welding machines such as spot, butt and seam resistance or gas and arc welding machines to fabricate or repair metal parts
- Operate previously set up brazing or soldering machines to bond metal parts or to fill holes, indentations and seams of metal articles with solder
- Start up, shut down, adjust and monitor robotic welding production line
- Assist with the maintenance and repair of welding, brazing and soldering equipment
- May adjust welding heads and tooling according to work specifications.

Employment requirements

Welders

- Completion of secondary school is usually required.
- Completion of a three-year apprenticeship program or a combination of over three years of work experience in the trade and some college or industry courses in welding is usually required to be eligible for trade certification.
- Trade certification is compulsory in Alberta and available, but voluntary, in all other provinces and the territories.
- Red Seal endorsement is also available to qualified welders upon successful completion of the interprovincial Red Seal examination.

Welding, brazing and soldering machine operators

- Some secondary school education is required.
- Several months of on-the-job training are usually provided.
- Experience as a machine operator helper may be required.
- Experience with robotics may be required.

Additional information

- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.
- Welders may specialize in certain types of welding such as custom fabrication, ship building and repair, aerospace precision welding, pressure vessel welding, pipeline construction welding, structural construction welding, or machinery and equipment repair welding.

Exclusions

- Welder supervisor (in [72010 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations](#))
- Welding technologist (in [22101 Geological and mineral technologists and technicians](#))
- Weld tester (in [22230 Non-destructive testers and inspectors](#))
- Wave soldering machine operator (in [94201 Electronics assemblers, fabricators, inspectors and testers](#))

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

[72 – Technical trades and transportation officers and controllers](#)

Sub-major group

[721 – Technical industrial trades](#)

Minor group

[7210 – Machining, metal forming, shaping and erecting trades](#)

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TAB 15



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TAB 16



View unit group

Version: NOC 2021 Version 1.0.0

Search by job title

Search by NOC code

Version

NOC 2021 Version 1.0

Enter your job title

Example: Banking, insurance and other financial clerks

Search

Comparative search

Advanced search

Career Handbook

72200 – Electricians (except industrial and power system)

Electricians (except industrial and power system) lay out, assemble, install, test, troubleshoot and repair electrical wiring, fixtures, control devices and related equipment in buildings and other structures. They are employed by electrical contractors and maintenance departments of buildings and other establishments, or they may be self-employed. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Apprentice electrician
- Construction electrician
- Construction electrician apprentice
- Domestic and rural electrician
- Electrician

Main duties

This group performs some or all of the following duties:

- Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations
- Pull wire through conduits and through holes in walls and floors
- Install brackets and hangers to support electrical equipment
- Install, replace and repair lighting fixtures and electrical control and distribution equipment, such as switches, relays and circuit breaker panels
- Splice, join and connect wire to fixtures and components to form circuits
- Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair
- Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components
- Connect electrical power to audio and visual communication equipment, signalling devices and heating and cooling systems
- Conduct preventive maintenance programs and keep maintenance records.

Employment requirements

- Completion of secondary school is usually required.
- Completion of a four- to five-year apprenticeship program is usually required.
- Trade certification for construction electricians is compulsory in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan and Alberta and available, but voluntary, in British Columbia, the Yukon, the Northwest Territories and Nunavut.
- Trade certification for electricians (domestic and rural) is compulsory in Newfoundland and Labrador and Ontario.
- Trade certification for electrical control (machine) builders is available, but voluntary, in Ontario.
- Red Seal endorsement is also available to qualified construction electricians upon successful completion of the interprovincial Red Seal examination.

Additional information

- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.

Exclusions

- Electricians supervisor (in [72011 Contractors and supervisors, electrical trades and telecommunications occupations](#))
- Industrial electricians ([72201](#))
- Power system electricians ([72202](#))
- Electrical mechanics ([72422](#))

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

[72 – Technical trades and transportation officers and controllers](#)

Sub-major group

[722 – Technical electrical trades](#)

Minor group

[7220 – Technical electrical trades and electrical power line and telecommunications workers](#)

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TAB 17



View unit group

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Search by job title

Search by NOC code

Version

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Enter your job title

Example: Banking, insurance and other financial clerks

Search

Comparative search

Advanced search

Career Handbook

72310 – Carpenters

Carpenters construct, erect, install, maintain and repair structures and components of structures made of wood, wood substitutes, lightweight steel and other materials. They are employed by construction companies, carpentry contractors, and maintenance departments of factories, plants and other establishments, or they may be self-employed. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Apprentice carpenter
- Carpenter
- Carpenter-joiner
- Finish carpenter
- Journeyman/woman carpenter
- Maintenance carpenter
- Metal framer - carpentry
- Renovation carpenter
- Rough carpenter
- Stair builder-carpenter

Inclusions

- Log home builder

Main duties

This group performs some or all of the following duties:

- Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements
- Prepare layouts in conformance to building codes, using measuring tools
- Measure, cut, shape, assemble and join materials made of wood, wood substitutes, lightweight steel and other materials
- Build foundations, install floor beams, lay subflooring and erect walls and roof systems
- Fit and install trim items, such as doors, stairs, moulding and hardware
- Maintain, repair and renovate residences and wooden structures in mills, mines, hospitals, industrial plants and other establishments
- Supervise apprentices and other construction workers
- May prepare cost estimates for clients.

Employment requirements

- Completion of secondary school is usually required.
- Completion of a three- to four-year apprenticeship program or a combination of over four years of work experience in the trade and some high school, college or industry courses in carpentry is usually required to be eligible for trade certification.
- Trade certification for carpenters is compulsory in Quebec and available, but voluntary, in all other provinces and the territories.
- Trade certification for framers is available, but voluntary, in Saskatchewan.
- Red Seal endorsement is also available to qualified carpenters upon successful completion of the interprovincial Red Seal examination.

Additional information

- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.

Exclusions

- Carpenter supervisor (in [72013 Contractors and supervisors, carpentry trades](#))
- Cabinetmakers ([72311](#)).
- Woodworking machine operators ([94124](#)).

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

[72 – Technical trades and transportation officers and controllers](#)

Sub-major group

[723 – Technical construction trades](#)

Minor group

[7231 – Carpenters and cabinetmakers](#)

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View unit group

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Search by job title

Search by NOC code

Version

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Enter a NOC code

72400 – Construction millwrights and industrial mechanics

Search

Comparative search

Advanced search

Career Handbook

72400 – Construction millwrights and industrial mechanics

Construction millwrights and industrial mechanics install, maintain, troubleshoot, overhaul and repair stationary industrial machinery and mechanical equipment. This unit group includes industrial textile machinery mechanics and repairers. Construction millwrights are employed by millwrighting contractors. Industrial mechanics are employed in manufacturing plants, utilities and other industrial establishments. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Card fixer
- Card grinder
- Construction millwright
- Industrial mechanic
- Industrial mechanic apprentice
- Industrial sewing machine mechanic
- Knitting machine mechanic
- Loom fixer
- Loom setter - textile manufacturing
- Loom technician
- Maintenance millwright
- Millwright
- Millwright apprentice
- Open-end technician
- Plant equipment mechanic
- Spinning fixer
- Textile fixer
- Textile machine mechanic
- Textile machinery fixer
- Treatment plant maintenance mechanic

Main duties

This group performs some or all of the following duties:

Construction millwrights and industrial mechanics

- Read blueprints, diagrams and schematic drawings to determine work procedures
- Install, align, dismantle and move stationary industrial machinery and mechanical equipment, such as pumps, fans, tanks, conveyors, furnaces and generators according to layout plans using hand and power tools
- Operate hoisting and lifting devices such as cranes, jacks and tractors to position machinery and parts during the installation, set-up and repair of machinery
- Inspect and examine machinery and equipment to detect and investigate irregularities and malfunctions
- Install, troubleshoot and maintain power transmission, vacuum, hydraulic and pneumatic systems, and programmable logic controls
- Adjust machinery and repair or replace defective parts
- Operate machine tools such as lathes and grinders to fabricate parts required during overhaul, maintenance or set-up of machinery
- Clean, lubricate and perform other routine maintenance work on machinery
- Construct foundations for machinery or direct other workers to construct foundations
- Assemble machinery and equipment prior to installation using hand and power tools and welding equipment.

Textile machinery mechanics and repairers

- Apply mechanical repair principles and procedures to make sure that machinery runs properly
- Detect defects and excessive wear in machinery and identify slight differences in dimensions and shapes of component parts
- Repair and overhaul electrical and mechanical systems on textile machinery and replace and align moving parts as required
- Set-up and adjust complex machinery for new patterns and products
- Analyze information to perform maintenance such as cleaning and lubrication of textile machinery, troubleshooting, and to test running and proper operation of machines
- Confer with management to recommend equipment changes and modifications and in evaluating new equipment.

Employment requirements

- Completion of secondary school and training courses or a vocational program is usually required.
- Completion of a three- to four-year apprenticeship program or a combination of over five years of work experience and industry courses in industrial machinery repair or millwrighting is usually required to be eligible for trade certification.
- Textile machinery mechanics hired from other industries may require additional training in textile processes and experience as a textile manufacturing machinery operator.
- Industrial mechanic (millwright) trade certification is available, but voluntary, in all provinces and territories.
- Construction millwright trade certification is available, but voluntary, in Quebec and Ontario.
- Industrial sewing machine mechanic trade certification is available, but voluntary, in Quebec.
- Red Seal endorsement is also available to qualified industrial mechanics or millwrights upon successful completion of the interprovincial Red Seal examination.

Additional information

- Construction millwrights are mostly engaged in the initial installation of industrial plant machinery and equipment; industrial mechanics are more concerned with the post-installation maintenance and repair of machinery and equipment.
- Industrial mechanics and millwrights may be cross-trained in a second trade such as pipefitting, welding, machining or electrical maintenance.
- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.

Exclusions

- Heavy-duty equipment mechanics (72401)
- Industrial instrument technicians and mechanics (22312)
- Millwright foreman/woman; industrial mechanics supervisor (in 72020 Contractors and supervisors, mechanic trades)

Breakdown summary

Broad occupational category

7 – Trades, transport and equipment operators and related occupations

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

72 – Technical trades and transportation officers and controllers

Sub-major group

724 – Technical maintenance trades

Minor group

7240 – Machinery and transportation equipment mechanics (except motor vehicles)

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TAB 19



View unit group

Version: NOC 2021 Version 1.0.0

Search by job title

Search by NOC code

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Enter a NOC code

72402 – Heating, refrigeration and air conditioning mechanics

Search

Comparative search

Advanced search

Career Handbook

72402 – Heating, refrigeration and air conditioning mechanics

Heating, refrigeration and air conditioning mechanics install, maintain, repair and overhaul residential central air conditioning systems, commercial and industrial refrigeration and air conditioning systems and combined heating, ventilation and cooling systems. They are employed by heating, refrigeration and air conditioning installation contractors, various industrial settings, food wholesalers, engineering firms and retail and servicing establishments. Transport refrigeration mechanics are included in this unit group. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Central air conditioning mechanic
- Commercial air conditioning mechanic
- Heating and cooling mechanic
- Heating, ventilation and air conditioning (HVAC) mechanic
- Refrigeration and air conditioning mechanic apprentice
- Refrigeration mechanic
- Transport refrigeration mechanic

Main duties

This group performs some or all of the following duties:

- Read and interpret blueprints, drawings or other specifications
- Measure and lay out reference points for installation
- Assemble and install refrigeration or air conditioning components such as motors, controls, gauges, valves, circulating pumps, condensers, humidifiers, evaporators and compressors using hand and power tools
- Measure and cut piping, and connect piping using welding and brazing equipment
- Install, troubleshoot and overhaul entire heating, ventilation, air handling, refrigeration and air conditioning systems
- Start up system and test for leaks using testing devices
- Recharge system with refrigerant, check and test regulators, calibrate system and perform routine maintenance or servicing
- Repair and replace parts and components for entire refrigeration, air conditioning, ventilation or heat pump systems
- May install, maintain and repair equipment in refrigerated trucks used to transport food or medical supplies
- May prepare work estimates for clients.

Employment requirements

- Completion of secondary school and training courses or a vocational program is usually required.
- Completion of a three- to five-year apprenticeship program or a combination of over five years of work experience and industry courses in refrigeration and air conditioning repair is usually required to be eligible for trade certification.
- Trade certification for refrigeration and air conditioning mechanics is compulsory in Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan and Alberta and available, but voluntary, in all other provinces and the territories.
- Trade certification for transport refrigeration mechanics is available, but voluntary, in New Brunswick and Alberta.
- Red Seal endorsement is also available to qualified refrigeration and air conditioning mechanics upon successful completion of the interprovincial Red Seal examination.

Additional information

- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.

Exclusions

- Air conditioning and refrigeration mechanic foreman/woman (in [72020 Contractors and supervisors, mechanic trades](#))
- Domestic window air conditioner repairer; domestic refrigerator repairer (in [72421 Appliance servicers and repairers](#))

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

[72 – Technical trades and transportation officers and controllers](#)

Sub-major group

[724 – Technical maintenance trades](#)

Minor group

[7240 – Machinery and transportation equipment mechanics \(except motor vehicles\)](#)

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View unit group

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Search by job title

Search by NOC code

Version

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Enter a NOC code

92100 – Power engineers and power systems operators

Search

Comparative search

Advanced search

Career Handbook

92100 – Power engineers and power systems operators

Power engineers operate and maintain reactors, turbines, boilers, generators, stationary engines and auxiliary equipment to generate electrical power and to provide heat, light, refrigeration and other utility services for commercial, institutional and industrial buildings and other work sites. Power systems operators monitor and operate switchboards and related equipment in electrical control centres to control the distribution of electrical power in transmission networks. They are employed by power generation plants, electrical power utilities, manufacturing plants, hospitals, universities and government and commercial establishments. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Apprentice power dispatcher
- Auxiliary plant operator
- Building systems technician
- Control room operator - electrical power systems
- Distribution control operator - electrical power systems
- Electrical power systems operator
- Energy from waste plant operator
- Nuclear generating station field operator
- Nuclear reactor operator
- Power dispatcher - generating station
- Power engineer
- Power plant operator
- Power plant stationary engineer
- Stationary engineer
- System controller - electrical power systems

Main duties

This group performs some or all of the following duties:

Power engineers

- Operate automated or computerized control systems, stationary engines and auxiliary equipment such as reactors, boilers, turbines, generators, pumps, compressors, pollution control devices and other equipment to generate electrical power and to provide light, heat, ventilation and refrigeration for buildings, industrial plants and other work sites
- Start up and shut down power plant equipment, control switching operations, regulate water levels and communicate with systems operators to regulate and coordinate transmission loads, frequency and line voltages
- Monitor and inspect plant equipment, computer terminals, switches, valves, gauges, alarms, meters and other instruments to measure temperature, pressure and fuel flow to detect leaks or other equipment malfunctions and to ensure plant equipment is operating at maximum efficiency
- Analyze and record instrument readings and equipment malfunctions
- Troubleshoot and perform corrective action and minor repairs to prevent equipment or system failure
- Respond to emergency situations if required
- Clean and lubricate generators, turbines, pumps and compressors and perform other routine equipment maintenance duties using appropriate lubricants and hand, power and precision tools
- Maintain a daily log of operation, maintenance and safety activities, and write reports on plant operation and non-compliance
- May assist in the development of operation, maintenance and safety procedures.

Power systems operators

- Operate and monitor computerized switchboards and auxiliary equipment in electrical control centres to control the distribution and to regulate the flow of electrical power in the transmission network
- Coordinate, schedule and direct generating station and substation power loads and line voltages to meet distribution demands during daily operations, system outages, repairs and importing or exporting of power
- Monitor and visually inspect station instruments, meters and alarms to ensure transmission voltages and line loadings are within prescribed limits and to detect equipment failure, line disturbances and outages
- Issue work and test permits to electrical and mechanical maintenance personnel, assist maintenance and technical personnel to locate and isolate system problems, and assist during routine system testing
- Complete and maintain station records, logs and reports.

Employment requirements

- Trade certification is available, but voluntary for power engineers in Nova Scotia.
- Completion of secondary school is usually required.
- Control room operators at nuclear power plants require licensing from the Canadian Nuclear Safety Commission.
- Power systems operators require completion of a three- to five-year power system operator apprenticeship program or over three years of work experience in the trade and some college or industry courses in electrical and electronic technology.
- Power engineers require a provincial or territorial power engineering certificate according to class. There are five classes in Manitoba, Saskatchewan, Alberta and British Columbia while there are four classes in Newfoundland/Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Quebec, Ontario, Yukon, Northwest Territories and Nunavut territories.
- Trade certification is available, but voluntary for power systems operators in Newfoundland and Labrador.
- Power engineers require a college training program in power engineering and several years of work experience. An exam is mandatory to move from one class to the other.

Additional information

- Progression from lower to higher classes for power or stationary engineers is dependent on further training and experience.
- Progression to supervisory positions is possible with experience.
- There is little mobility between nuclear power generation station operators and other classic or alternative power generation station operators.

Exclusions

- Civil and mechanical engineers (2130)
- Electrical, electronics and computer engineers (2131)
- Manufacturing and processing engineers (2132)
- Nuclear power station equipment mechanic (in 72400 Construction millwrights and industrial mechanics)
- Other engineers (2139)
- Supervisors, petroleum, gas and chemical processing and utilities (92011)

Breakdown summary

Broad occupational category

9 – Occupations in manufacturing and utilities

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

92 – Processing, manufacturing and utilities supervisors and utilities operators and controllers

Sub-major group

921 – Utilities equipment operators and controllers

Minor group

9210 – Utilities equipment operators and controllers

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View unit group

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Search by job title

Search by NOC code

Version

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Enter a NOC code

72301 – Steamfitters, pipefitters and sprinkler system installers

Search

Comparative search

Advanced search

Career Handbook

72301 – Steamfitters, pipefitters and sprinkler system installers

Steamfitters and pipefitters lay out, assemble, fabricate, maintain, troubleshoot and repair piping systems carrying water, steam, chemicals and fuel in heating, cooling, lubricating and other process piping systems. Sprinkler system installers fabricate, install, test, maintain and repair water, foam, carbon dioxide and dry chemical sprinkler systems in buildings for fire protection purposes. Steamfitters, pipefitters and sprinkler system installers are employed in maintenance departments of factories, plants and similar establishments, and by pipefitting and sprinkler system contractors, or they may be self-employed. Apprentices are also included in this unit group.

Profile

Example titles

Index of titles

- Apprentice pipefitter-steamfitter
- Fire protection mechanic
- Fire sprinkler fitter
- Marine pipefitter
- Pipefitter
- Sprinkler system fitter
- Sprinkler system installer
- Steamfitter
- Steamfitter-pipefitter

Main duties

This group performs some or all of the following duties:

Steamfitters and pipefitters

- Read and interpret drawings, blueprints and specifications to determine layout requirements
- Cut openings for pipe in walls, floors and ceilings using hand or power tools or machines
- Select type and size of pipe required
- Measure, cut, thread and bend pipe to required shape using hand and power tools
- Weld, braze, cement, solder and thread joints to join pipes and fabricate sections of piping system
- Install supports, valves, piping and control systems
- Test system for leaks using testing equipment
- Clean and maintain pipe units and fittings and flush system
- Remove and replace worn components and reactivate system
- May prepare cost estimates for clients.

Sprinkler system installers

- Read and interpret drawings, specifications and fire codes to determine layout requirements
- Install clamps, brackets and hangers to support piping system and sprinkler and fire protection equipment, using hand and power tools
- Select, measure, cut, ream and thread pipe, install sprinkler heads and mount prepared pipe in supports
- Join pipes and piping sections using soldering and welding equipment
- Connect piping system to water mains, supply tanks, pumps, compressors and control equipment
- Installs valves, alarms and associated equipment
- Test system for leaks using air or liquid pressure equipment
- Service and repair sprinkler system
- May prepare cost estimates for clients.

Employment requirements

- Completion of secondary school is usually required.
- Completion of a four- to five-year apprenticeship program or a combination of over five years of work experience in the trade and some high school, college or industry courses in steamfitting, pipefitting or sprinkler system installation is usually required to be eligible for trade certification.
- Steamfitter-pipefitter trade certification is compulsory in Nova Scotia, Prince Edward Island, New Brunswick, Quebec, Ontario, Manitoba and Alberta and available, but voluntary, in all other provinces and the territories.
- Steamfitter-pipefitter (non-construction) trade certification is compulsory in Quebec.
- Sprinkler system installer trade certification is compulsory in Nova Scotia, New Brunswick, Quebec and Manitoba and available, but voluntary, in all other provinces and the territories.
- Sprinkler system installer (non-construction) trade certification is compulsory in Quebec.
- Red Seal endorsement is also available to qualified steamfitters-pipefitters and sprinkler system installers upon successful completion of the interprovincial Red Seal examination.

Additional information

- Progression to supervisory positions is possible with experience.
- The Red Seal endorsement allows for interprovincial mobility.

Exclusions

- Steamfitters supervisor; pipefitters supervisor; sprinkler system installers supervisor (in [72012 Contractors and supervisors, pipefitting trades](#))
- Gas fitters ([72302](#))
- Plumbers ([72300](#))
- Residential and commercial installers and servicers ([73200](#))

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

2 – Occupations usually require a college diploma or apprenticeship training of two or more years; or supervisory occupations

Major group

[72 – Technical trades and transportation officers and controllers](#)

Sub-major group

[723 – Technical construction trades](#)

Minor group

[7230 – Plumbers, pipefitters and gas fitters](#)

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TAB 22



View unit group

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Search by job title

Search by NOC code

Version

NOC 2021 Version 1.0

Enter your job title

Example: Banking, insurance and other financial clerks

Search

Comparative search

Advanced search

Career Handbook

75119 – Other trades helpers and labourers

Other trades helpers and labourers assist skilled tradespersons and perform labouring activities in the installation, maintenance and repair of industrial machinery, refrigeration, heating and air conditioning equipment, in the maintenance and repair of transportation and heavy equipment, in the installation and repair of telecommunication and power cables and in other repair and service work settings. They are employed by a wide variety of manufacturing, utility and service companies.

Profile

Example titles

Index of titles

- Aerial spraying assistant
- Aircraft mechanic helper
- Cable installer helper
- Diesel mechanic helper
- Ground worker - telecommunications
- Mechanic's helper - automotive
- Millwright helper
- Refrigeration mechanic helper
- Splicer helper - telecommunications
- Surveyor helper

Main duties

This group performs some or all of the following duties:

- Move tools, equipment and other materials to and from work areas
- Assist in splicing overhead and underground communications and electric power transmission cables
- Assist in repairing, maintaining and installing industrial machinery and equipment
- Assist in repairing, maintaining and installing refrigeration, heating and air conditioning equipment
- Assist in repairing, maintaining and installing elevators
- Assist in repairing and maintaining stationary electric power generating and distribution equipment
- Assist in mechanical, electrical and body repairs of aircraft, railway cars, automobiles, trucks, buses, heavy equipment and motorcycles
- Assist in repairing electrical appliances, small engines or other similar equipment
- Mix fertilizers, herbicides and pesticides and load mixture into airplane for aerial spraying
- Assist in land surveying activities, such as holding or moving stakes and rods, clearing brush and debris from line of survey and transporting surveying tools to work area
- Perform other labouring and elemental tasks as required.

Employment requirements

- On-the-job training is provided.
- Some secondary school education may be required.

Additional information

- There is little or no mobility between occupations in this unit group.

Exclusions

- Construction trades helpers and labourers ([75110](#)).

Breakdown summary

Broad occupational category

[7 – Trades, transport and equipment operators and related occupations](#)

TEER

5 – Occupations usually require short-term work demonstration and no formal education

Major group

[75 – Helpers and labourers and other transport drivers, operators and labourers](#)

Sub-major group

[751 – Helpers and labourers](#)

Minor group

[7511 – Trades helpers and labourers](#)

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TAB 23



View unit group

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Search by job title

Search by NOC code

Version

NOC 2021 Version 1.0

Enter your job title

Example: Banking, insurance and other financial clerks

Search

Comparative search

Advanced search

Career Handbook

65311 – Specialized cleaners

Specialized cleaners clean and refurbish building exteriors, carpets, chimneys, industrial equipment, ventilation systems, windows and other surfaces, using specialized equipment and techniques. They are employed by specialized cleaning service companies or they may be self-employed.

Profile

Example titles

Index of titles

- Auto detailer
- Building exterior cleaner
- Carpet cleaner
- Chimney cleaner
- Freight car cleaner
- Furnace cleaner
- Laboratory equipment cleaner
- Sandblaster
- Septic tank cleaner
- Upholstery cleaner
- Vehicle cleaner
- Ventilation system cleaner
- Window cleaner

Main duties

This group performs some or all of the following duties:

Carpet and upholstery cleaners

- Operate cleaning machines to clean carpets, rugs and upholstered furniture on customers' premises or in carpet and upholstery cleaning establishments.

Chimney cleaners and sandblasters

- Clean soot and creosote from chimneys and fireplaces using hand tools and industrial vacuum cleaners
- Clean building exteriors, tanks and industrial equipment using sandblasting, pressurized steam or hydroblasting equipment.

Furnace and ventilation system cleaners

- Clean ducts, vents and filters of furnaces in residences and commercial buildings using hand tools and industrial vacuum cleaners.

Vehicle cleaners

- Clean the interior and exterior of automobiles, buses, streetcars, railway cars and subway cars.

Window cleaners

- Wash and clean interior and exterior windows and other glass surfaces in low-rise and highrise buildings.

Employment requirements

- There are no specific education requirements for occupations in this unit group.
- On-the-job training is usually provided.
- Previous experience in a related position may be required for some occupations in this unit group.

Additional information

- Progression to supervisory positions is possible with additional training or experience.

Exclusions

- Cleaning supervisors ([62024](#))
- Janitors, caretakers and heavy-duty cleaners ([65312](#))
- Light duty cleaners ([65310](#))

Breakdown summary

Broad occupational category

6 – [Sales and service occupations](#)

TEER

5 – Occupations usually require short-term work demonstration and no formal education

Major group

65 – [Sales and service support occupations](#)

Sub-major group

653 – [Support occupations in cleaning and related services](#)

Minor group

6531 – [Cleaners](#)

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TAB 24



View unit group

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Search by job title

Search by NOC code

Version

NOC 2021 Version 1.0

Enter your job title

clean

Search

Comparative search

Advanced search

Career Handbook

65312 – Janitors, caretakers and heavy-duty cleaners

Janitors, caretakers and heavy-duty cleaners clean and maintain the interior and exterior of commercial, institutional and residential buildings and their surrounding grounds. They are employed by office and apartment building management companies, condominium corporations, educational institutions, health care facilities, recreational and shopping facilities, religious, industrial and other establishments.

Profile

Example titles

Index of titles

- Building caretaker
- Custodian
- Heavy-duty cleaner
- Industrial cleaner
- Plant cleaner
- School janitor

Main duties

This group performs some or all of the following duties:

- Operate industrial vacuum cleaners to remove scraps, dirt, heavy debris and other refuse
- Wash windows, interior walls and ceilings
- Empty trash cans and other waste containers
- Sweep, mop, scrub and wax hallways, floors and stairs
- Clean snow and ice from walkways and parking areas
- Cut grass and tend grounds and plants
- Clean and disinfect washrooms and fixtures
- May move heavy furniture, equipment and supplies.

Employment requirements

- Completion of secondary school may be required.
- Previous cleaning experience may be required.

Additional information

- Progression to supervisory positions is possible with additional training or experience.

Exclusions

- Cleaning supervisors ([62024](#))
- Light duty cleaners ([65310](#))
- Specialized cleaners ([65311](#))
- General building maintenance workers and building superintendents ([73201](#))

Breakdown summary

Broad occupational category

[6 – Sales and service occupations](#)

TEER

5 – Occupations usually require short-term work demonstration and no formal education

Major group

[65 – Sales and service support occupations](#)

Sub-major group

[653 – Support occupations in cleaning and related services](#)

Minor group

[6531 – Cleaners](#)

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TAB 25



View unit group

Version: NOC 2021 Version 1.0.0

Search by job title

Search by NOC code

Version

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Enter your job title

communication

Search

Comparative search

Advanced search

Career Handbook

14404 – Dispatchers

Dispatchers operate radios and other telecommunication equipment to dispatch emergency vehicles and to coordinate the activities of drivers and other personnel. They are employed by police, fire and health departments, other emergency service agencies, taxi, delivery and courier services, trucking and utilities companies, and other commercial and industrial establishments.

Profile

Example titles

Index of titles

- 911 dispatcher
- Alarm system dispatcher
- Ambulance dispatcher
- Emergency vehicle dispatcher
- Mobile equipment dispatcher
- Radio operator
- Taxi dispatcher
- Tow truck dispatcher
- Truck dispatcher
- Utilities maintenance crew dispatcher

Main duties

This group performs some or all of the following duties:

- Receive requests for emergency assistance or service and contact ambulances, police and fire departments, tow-trucks, and utility crews
- Process and transmit information and instructions to coordinate the activities of vehicle operators, crews and equipment using a variety of computer-aided communications and dispatching equipment
- Dispatch personnel according to written schedules and work orders, or as required by emergency situations
- Advise vehicle operators of route and traffic problems such as construction, accidents, congestion, weather conditions, weight and size restrictions and other information
- Operate radio equipment to communicate with ships, aircraft, mining crews, offshore oil rigs, logging camps and other remote operations
- Monitor personnel workloads and locations
- Maintain vehicle operator work records using computerized or manual methods and ensure time sheets and payroll summaries are completed accurately
- Maintain computer and manual records of mileage, fuel use, repairs and other expenses, and generate reports.

Employment requirements

- Completion of secondary school is required.
- Police and emergency dispatchers and other radio operators usually require provincial radio operator's certificates.
- Police and emergency dispatchers are required to complete formal on-the-job training. Other dispatchers usually undergo some informal on-the-job training.

Additional information

Exclusions

- Air traffic controllers and related occupations ([72601](#))
- Bus dispatcher (in [72024 Supervisors, motor transport and other ground transit operators](#))
- Railway traffic controllers and marine traffic regulators ([72604](#))
- Dispatchers supervisor (in [12013 Supervisors, supply chain, tracking and scheduling coordination occupations](#))

Breakdown summary

Broad occupational category

[1 – Business, finance and administration occupations](#)

TEER

4 – Occupations usually require a secondary school diploma; or several weeks of on-the-job training

Major group

[14 – Administrative and financial support and supply chain logistics occupations](#)

Sub-major group

[144 – Supply chain logistics, tracking and scheduling coordination occupations](#)

Minor group

[1440 – Supply chain logistics, tracking and scheduling coordination occupations](#)

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TAB 26



View unit group

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Search by job title

Search by NOC code

Version

NOC 2021 Version 1.0

Enter your job title

Example: Banking, insurance and other financial clerks

Search

Comparative search

Advanced search

Career Handbook

14111 – Data entry clerks

Data entry clerks input coded, statistical, financial and other information into computerized databases, spreadsheets or other templates using a keyboard, mouse, or optical scanner, speech recognition software or other data entry tools. They are employed in the private and public sectors.

Profile

Example titles

Index of titles

- Data control clerk
- Data entry operator
- Data input clerk
- Data processor
- Payment entry clerk

Main duties

This group performs some or all of the following duties:

- Receive and register invoices, forms, records and other documents for data capture
- Input data into computerized databases, spreadsheets or other templates using a keyboard, mouse, or optical scanner, speech recognition software or other data entry tools
- Import and/or export data between different kinds of software
- Verify accuracy and completeness of data
- Identify, label and organize electronic storage media
- Maintain libraries of electronic storage media.

Employment requirements

- Completion of secondary school may be required.
- College or other courses in data entry may be required.

Additional information

- Progression to senior positions is possible with experience.

Exclusions

- General office support workers ([14100](#))
- Supervisors, general office and administrative support workers ([12010](#))

Breakdown summary

Broad occupational category

[1 – Business, finance and administration occupations](#)

TEER

4 – Occupations usually require a secondary school diploma; or several weeks of on-the-job training

Major group

[14 – Administrative and financial support and supply chain logistics occupations](#)

Sub-major group

[141 – Office, court, and data support occupations](#)

Minor group

[1411 – Survey, statistical and data entry occupations](#)

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View unit group

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Search by job title

Search by NOC code

Version

NOC 2021 Version 1.0

Enter your job title

clerical

Search

Comparative search

Advanced search

Career Handbook

14100 – General office support workers

General office support workers prepare correspondence, reports, statements and other material, operate office equipment, answer telephones, verify, record and process forms and documents such as contracts and requisitions and perform general clerical duties according to established procedures. They are employed in offices throughout the public and private sectors.

Profile

Example titles

Index of titles

- Administrative clerk
- Aircraft records clerk
- File and classification clerk
- Filing clerk
- General office worker
- Medical records clerk
- Office assistant
- Office clerk
- Records filing-system clerk
- Technical records clerk
- Ward clerk - hospital
- Warranty clerk

Inclusions

- Course coordinator

Main duties

This group performs some or all of the following duties:

General office support workers

- Respond to telephone, in person or electronic enquiries or forward to appropriate person
- Prepare correspondence, reports, statements, forms, presentations, applications and other documents
- Process incoming and outgoing mail, manually or electronically
- Photocopy and collate documents for distribution, mailing and filing
- Send and receive messages and documents using fax machine or electronic mail
- Maintain inventory of office supplies, order supplies as required and arrange for servicing of office equipment
- Assist in preparing meeting agendas, attend meetings, and record minutes
- Assist with administrative procedures such as budget submissions, contracts administration and work schedules
- May sort, process and verify receipts, expenditures, forms and other documents
- May organize the flow of work for other office support workers
- May perform basic bookkeeping tasks such as preparing invoices and bank deposits.

File clerks

- Scan, sort and file documents according to established guidelines
- Locate, retrieve, or make copies of documents from files as requested and maintain records of filed and removed materials
- Track documents removed from files to ensure that loan out documents are returned.

Employment requirements

- Completion of secondary school is usually required.
- Completion of secondary school or college business or commercial courses is usually required.

Additional information

- Progression to officer level positions is possible with additional training and experience.
- Progression to supervisory or office management positions is possible with experience.

Exclusions

- Accounting and related clerks ([14200](#))
- Administrative assistants ([13110](#))
- Administrative officers ([13100](#))
- Court clerks and related court services occupations ([14103](#))
- Data entry clerks ([14111](#))
- Personnel clerks ([14102](#))
- Receptionists ([14101](#))
- Records management technicians ([12112](#))
- Supervisors, general office and administrative support workers ([12010](#))

Breakdown summary

Broad occupational category

[1 – Business, finance and administration occupations](#)

TEER

4 – Occupations usually require a secondary school diploma; or several weeks of on-the-job training

Major group

[14 – Administrative and financial support and supply chain logistics occupations](#)

Sub-major group

[141 – Office, court, and data support occupations](#)

Minor group

[1410 – Office support and court services occupations](#)

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Technical and Engineering

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Last updated: 1 month ago

Expires: 1 month ago

Job ad not active

Job Role:

Technical and Engineering

Type:

Not specified

Aircraft type:

None

Location:

Canada

Job description

Description

Are you passionate about reaching new heights, teamwork and making a meaningful contribution? Do you picture yourself as a valued member of an industry-leading organization? If you answered yes to these questions, Air Canada is seeking enthusiastic individuals to join the diverse and vibrant team working together to lead the growth and expansion of Canada's flag carrier.

Air Canada is presently looking for a dynamic individual to fill permanent full-time position of Aircraft Interior Mechanic.

Aircraft Interior Mechanics are responsible for the repair, maintenance and installation of seats, interior galleys and other aircraft furnishings and should have the following skill sets:

- Ability to use the correct tools, methods, techniques and equipment required to perform repairs and maintenance of aircraft interiors.
- Individuals need to be "team players" with excellent written and verbal communication skills with the ability to maintain a customer focused attitude in a demanding, high stress environment.

Qualifications

- You must have completed 2 years of College in a Technical Training school with a Diploma
- 4 years' work related experience in auto, aircraft, rail, furniture, marine upholstery or in cabinetry
- CAMC Registered "Aircraft Interior Technician" - an asset
- Possession of valid driver's license
- Preference will be given to those who have served an apprenticeship in aircraft interiors
- Able to successfully pass the pre-employment qualifying exam
- Be available to work days, evenings or nights including weekends and holidays.
- Eligible to work in Canada
- Must be able to obtain and maintain any applicable transportation security clearances and additional authorizations depending on the work location. Please refer to Transport Canada site for more details
- Candidates must be eligible to work in the country of interest, at the time any offer of employment is made and seeking any required work permits/visas or other authorizations which may be required is the sole responsibility of the candidates applying for this position

Linguistic Requirements:

Based on equal qualifications, preference will be given to bilingual candidates

Diversity and Inclusion

Air Canada is strongly committed to Diversity and Inclusion and aims to create a healthy, accessible and rewarding work environment which highlights employees' unique contributions to our company's success.

As an equal opportunity employer, we welcome applications from all to help us build a diverse workforce which reflects the diversity of our customers, and communities, in which we live and serve.

Air Canada thanks all candidates for their interest; however only those selected to continue in the process will be contacted.

Requirements:



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Job Role: Technical and Engineering, B1 licensed engineer

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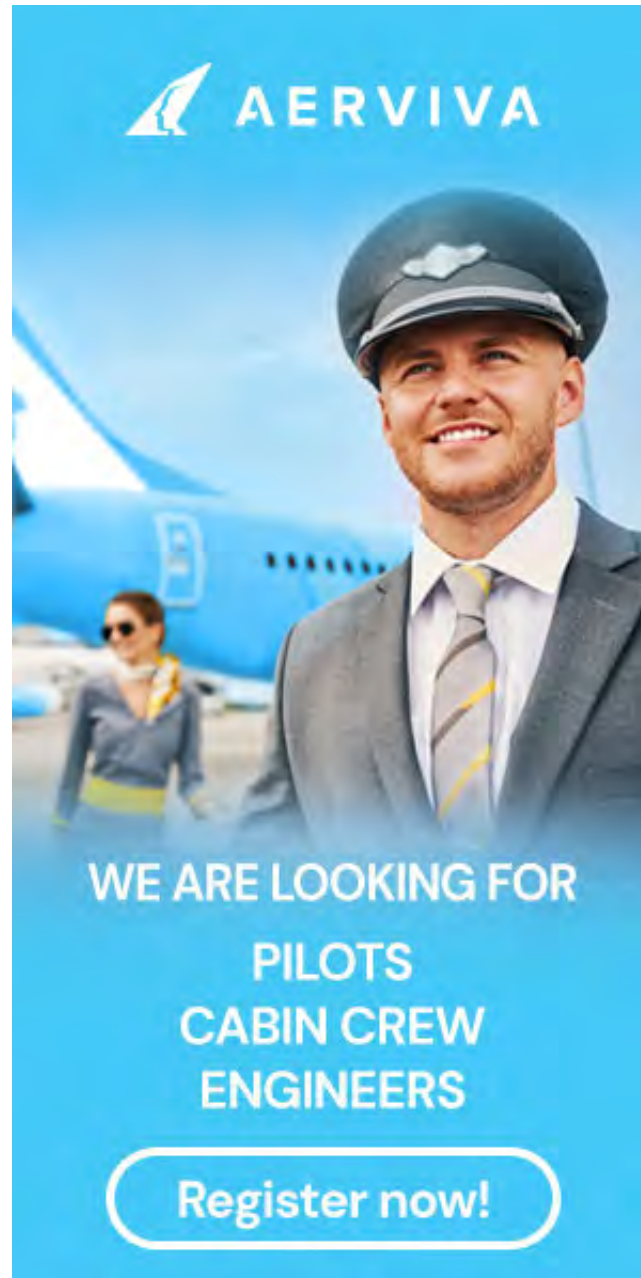
EASA P66 AIRCRAFT CERTIFYING TECHNICIAN IN ROMANIA | FL Technics


Job Role: Technical and Engineering, B1 licensed engineer

Romania

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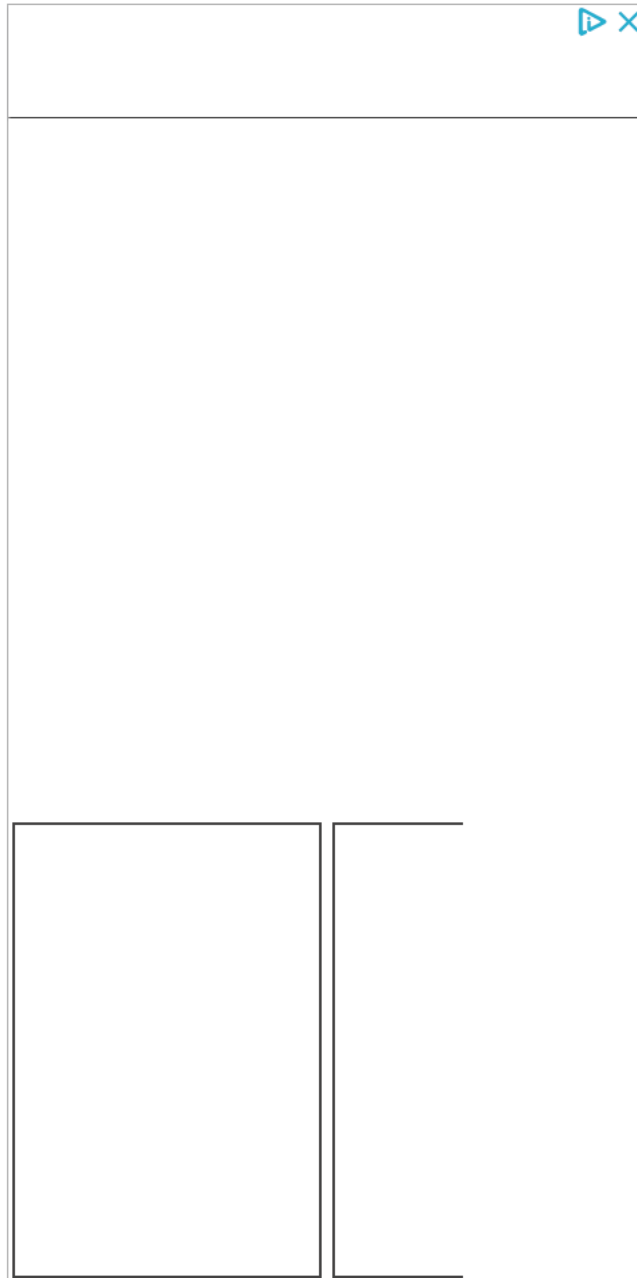




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Commercial Vehicle and Ground Support Equipment Painter (CAT 14)

[Air Canada](#)

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Last updated: 1 month ago

Expires: 1 month ago

Job ad not active

Job Role:

Technical and Engineering

Type:

Not specified

Aircraft type:

None

Location:

Canada

Job description

Description

Being part of Air Canada is to become part of an iconic Canadian symbol, recently ranked the best Airline in North America. Let your career take flight by joining our diverse and vibrant team at the leading edge of passenger aviation.

Mechanics in Category 14 are engaged in performing all paint work required, relative to the aircraft, engines, propellers, instruments, accessories, buildings and ground equipment.

- Identify Ground Support Equipment/Vehicle(s) to be painted
- Prepare, clean and sand metal surfaces to be painted
- Apply primers/enamels
- Apply paint and mix paints
- Use power and non-power tools to complete the paint job (spray guns, sanders, paint booth, etc.)
- Clean and polish painted surfaces, remove/replace decals
- Follow proper safety procedures and use PPE (Personal Protective Equipment)
- Complete assignments on time
- Produce a satisfactory result for the client and work to the standards of Air Canada
- Accept direction from the Manager or Lead hand

Qualifications

- High school diploma / Diploma of Vocational Studies
- Possession of a valid Painter Certificate, Red Seal 310B or equivalent
- Minimum 3-5 years of experience as a body repair / automotive painter or equivalent experience
- Excellent written and oral communication skills
- Basic computer knowledge (Word, Excel, e-mail and internet)
- Possession of valid driver's license (Mandatory).
- Be available to work night, evenings and days including weekends and holidays.
- Eligible to work in Canada.
- Ability to pass and obtain an airside vehicle operators permit - AVOP (Mandatory).
- Must be able to obtain and maintain any applicable transportation security clearances and additional authorizations depending on the work location. Please refer to Transport Canada site for more details.

Linguistic Requirements

Based on equal qualifications, preference will be given to bilingual candidates.

Diversity and Inclusion

Air Canada is strongly committed to Diversity and Inclusion and aims to create a healthy, accessible and rewarding work environment which highlights employees' unique contributions to our company's success.

As an equal opportunity employer, we welcome applications from all to help us build a diverse workforce which reflects the diversity of our customers, and communities, in which we live and serve.

Air Canada thanks all candidates for their interest; however only those selected to continue in the process will be contacted.

Requirements:

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Recommended jobs



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Job Role: Technical and Engineering, B1 licensed engineer
United Arab Emirates

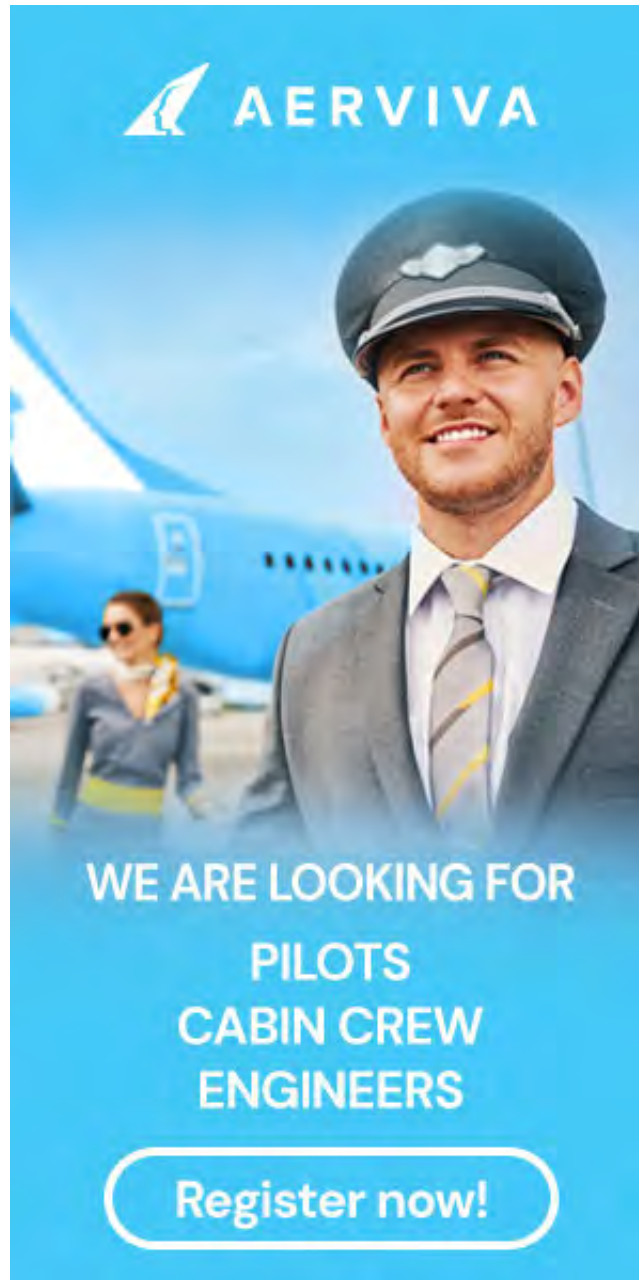
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TAB 30

**The Canadian Air Line Aircraft Technicians Association,
applicant, and Air Canada, Montreal, Quebec, employer, and
International Association of Machinists and Aerospace Workers,
intervener**

42 di 114; [1981] 2 Can LRBR 153
CLRB Decision No. 277
Board File: 555-1331

**Canada Labour Relations Board
James E. Dorsey, Vice-Chairman; James D. Abson and
Hugh R. Jamieson, Members**

November 27, 1980

Summary:

A newly formed trade union was denied certification for a separate unit of aircraft technicians even though it had nearly unanimous support among the group. The Board refused to carve out a craft unit from the wider based unit represented by another union. It found that allegations that the incumbent union had not represented employees in the proposed unit fairly or adequately were not supported by the evidence. It also found that the community of interest among employees of the proposed unit was not sufficiently distinct from that of the other members of the existing unit to warrant fragmentation of the unit, nor did any other compelling factors exist which would justify the fragmentation.

Appearances:

Mr. M.E. Bakal representing the applicant;

Mr. C.A. Morley representing the employer;

Mr. Maurice W. Wright, Q.C., representing the intervener.

REASONS FOR DECISION

These reasons for decision were written by Mr. James E. Dorsey, Vice-Chairman.

On January 25, 1980 a newly created trade union based in Winnipeg, The Canadian Air Line Aircraft Technicians Association (CALATA) applied in a timely manner for a portion of a bargaining unit of employees of Air Canada represented by the International Association of Machinists and Aerospace Workers (IAM). The applicant sought to represent 243 employees of the 7325 in the unit and through membership evidence, in accordance with the Board's regulations, established almost unanimous support among this group. Among CALATA's submissions to the Board were assertions that the IAM had not properly represented the minority it sought to represent. The existing collective agreement expired on March 30, 1980 and collective bargaining was under way while the application was being processed.

On March 31, 1980 the parties were notified of a hearing on July 9 to 11 in Winnipeg. The parties were told the Board did not expect the scheduling of a hearing to interfere with ongoing bargaining and that no earlier hearing dates were available. At the commencement of the hearing counsel for CALATA informed the Board he proposed to call eighteen witnesses. He had neglected to inform the Board or other parties that three days would not be sufficient to hear all parties on the matters he proposed to raise. He called fourteen witnesses. Because of the Board's schedule, this naturally led to a delay and caused some inconvenience to the employer and the IAM. The hearing was concluded in Winnipeg on November 4 and 5. The bargaining parties, in the meantime, concluded a renewal of their collective agreement, but set aside for future discussion certain issues affecting employees in the proposed bargaining unit until these proceedings before the Board were concluded.

II

Air Canada negotiates with five unions for eight domestic bargaining units. They are as follows:

	"Description of Employee Group	Number of Employees	Name of Union
1.	Pilots	1,537	Canadian Air Line Pilots Association
2.	Flight Attendants	2,602	Canadian Air Line Flight Attendants Assoc.
3.	Flight Dispatchers	56	Canadian Air Line Dis- patchers Association
4.	Customer service	2,444	Canadian Air Line Em-

	Branch Employees Passenger Agents & Communications Agents	+ 366P/T*	ployees Association
5.	Employees of the Maintenance, Custo- mer Service & Pur- chasing & Supply Branches	7,325	International Associa- tion of Machinists & Aerospace Workers
6.	Winnipeg Finance Branch Clerical Em- ployees	548	International Associa- tion of Machinists & Aerospace Workers
7.	Cafeteria Employees	40	International Associa- tion of Machinists & Aerospace Workers
8.	Printing Bureau Em- ployees	23	International Associa- tion of Machinists & Aerospace Workers"

* Part Time

It has a ninth unit of twenty employees in Barbados represented by the Barbados Workers Union.

The applicant's proposed unit is a group of 243 aircraft inspectors and certified aircraft technicians among the maintenance, customer service and purchasing and supply employees in the largest unit. The theory of the applicant's position was clouded by the vagueness of the testimony of its many witnesses and the sense of self importance displayed by them. The excessive brevity of its argument belied the seriousness with which the Board and other parties approached the accusations of lack of fair or adequate representation of this group by the IAM.

The vague, general, outdated and unsubstantiated allegations of wrongdoing introduced through CALATA witnesses were met by specific replies in virtually each instance by the IAM. Complaints of inadequate representation at the bargaining table were shown to have been wholly unfounded. This group is the highest paid for any comparable position in the North American airline industry. There was no evidence on which we could conclude the IAM did not give this group equal and full access to all levels of participation in the union and its collective bargaining and agreement

administration process. We make that statement boldly because the quality of evidence by the applicant does not deserve recital.

Each certified aircraft technician and aircraft inspector testifying on behalf of CALATA emphasized the worth and importance of their group. In fact, they are important and highly skilled. They are at the control end of maintenance of aircraft in the employer's fleet and responsible for giving final approval to the airworthiness of an aircraft both after on-line and periodic overhaul maintenance. They are in most instances the highest paid. Although they are part of a larger team, they sought to emphasize only their uniqueness. They are not content to be viewed as one of the players. They want to be viewed as referees or managers, while still retaining superstar status. Other highly skilled fellow employees, such as certificated avionics technicians, non-destructive test technicians or shop inspectors, they distinguish from their group because they do not sign the final authorization of airworthiness. On closer examination it is revealed that in so doing they rely upon and are not held accountable by the employer for the several inspections and certifications signed for by mechanics and others before the final signature of one of this group.

Impressed with the importance of their task, some witnesses disdained being included in a group with janitors and others who would fail to appreciate their difficulties. That view is most unfortunate in light of the evidence of the union demonstrating that union leadership generally comes from the ranks of the more highly skilled and that in the union's internal structure it is not possible for a technical person to be represented by a non-technical person in the local grievance process. Their attitude extended to highly skilled mechanics and others and reflected an opinion of selfishness which fails to appreciate the true basis of collective action to democratize the work place. There was no mention of the good their efforts, knowledge and talents could do for the lesser trained and lower classified employees. They feel secure in the bargaining clout that their highly specialized and truly difficult-to-attain skills can give them. Rather than turn their energies to the benefit of all, they seek to enhance only their well-being through CALATA. In articulating their expectations they generally displayed a genuine naivety in matters of real world collective bargaining and little interest in being the work place statesmen their skill and seniority could earn them. They expressed no concern for younger or junior employees nor for the training of future employees to replace them - a concern of all mature professions.

The employer's policy is to promote to these ranks from within and cooperative employer and IAM efforts in the past and present facilitate that course. This group only emphasizes its personal sacrifice and wants to be viewed as a professional group. It wants to be able to discipline and treat as subordinate those behind it in the maintenance ladder. On judgments about the safety and adequacy of maintenance work it wants to have the final authority and not be subject to being overruled by the

employer. It has a vision of being the seeds of an international, professional group concerned about air travel safety.

Safety is the first and foremost concern of the group. Safety was what the group wanted to talk about. Stories of unsafe practices in the sometimes extreme opinions of the group were what it wanted to talk about. We declined to hear these accounts and directed CALATA to other forums. CALATA secretary George Fleming testified to having dedicated his life to aircraft and having refused promotions to management because of his dedication to and concern for the principles and ideals of maintenance and safety with the maintenance manual being his bible.

He feels that through CALATA he can have an instrument as dedicated to the public as he is. He says he would renounce CALATA if it took a pro-strike policy. Bill McTaggart, CALATA president, does not agree the union should not strike, but his aims for CALATA are to improve morale, create professionalism and communicate with others about safety standards. He believes company service as a mechanic should not be a prerequisite to becoming a certificated aircraft technician, that the present seniority system is archaic and that the current remuneration is not commensurate with the responsibilities of the job.

The IAM and employer positions were opposed to the fragmentation of the unit. Their positions were detailed, coherent, responsive to CALATA's allegations where they were specific enough to respond to and in keeping with current bargaining unit policy articulated by this Board and others.

III

The roots of this bargaining unit extend to a voluntary recognition of the IAM by the employer's predecessor in 1941. The scope of that unit was essentially what it is today. What CALATA seeks to segregate as a separate unit today, the Air Engineers' Society of Canada unsuccessfully sought to do in 1947 before the Canada Wartime Labour Relations Board. (See Trans-Canada Air Lines WLRB decisions (1947), CLLC 10,526). At that time craft units were more readily recognized than today, but the applicant was unsuccessful.

"In its argument for recognition of licensed air engineers as a separate craft group, the applicant stressed particularly the special responsibilities devolving upon a licensed air engineer in certifying the airworthiness of the aircraft.

...

The Board does not consider that the responsibilities imposed upon air engineers for safety purposes in this instance affords adequate ground for their recognition as a separate craft group. The right to such separate recognition must be

determined rather by the nature of the work, skills exercised and training required in acquiring such skills, and the manner in which the work is performed.

...

Applying the foregoing to the present case, the Board is not satisfied that licensed air engineers constitute a separate craft group, but should rather be regarded as part of the larger mechanic craft group employed by the company and engaged in maintenance work upon aircraft and aircraft engines and accessories." (p. 155)

A year later the wartime Labour Relations Board refused to segregate a unit of airline dispatchers (see Canadian Pacific Air Lines Ltd. WLRB decisions, (1946) CLLC 10,491). In 1959 this Board refused to certify a unit of airline electrical and radio maintenance employees when it was argued electricity set them apart (see Canadian Pacific Air Lines Ltd., 59 CLLC 18,145).

Throughout the years the policy has shifted away from craft bargaining units and the circumstances under which an existing unit will be fragmented are closely confined (see Feed-Rite Ltd., 29 di 33; and [1979] 1 Can LRBR 296; Atomic Energy of Canada Ltd., 25 di 377; [1978] 1 Can LRBR 92; and 78 CLLC 16,128; and Cablevision Nationale Ltée, 25 di 422; and [1979] 3 Can LRBR 267 and cases referred to therein). The policy away from a multiplicity of small units, the logical extension of the applicant's position, to larger units and wider based collective bargaining in the aviation industry was recently endorsed in one federally commissioned study (see Bairstow et al, Report of The Inquiry Commission on Wider-Based Collective Bargaining, 1978).

There is a multitude of sound labour relations reasons for this policy. We have discussed them in earlier cases and the facts supporting them were evidenced in this effort to separate two integrated classifications from the employer's maintenance function. None of the factors compelling the fragmentation sought were present in this case. We do not mean to belittle the dedication to safe travel these employees have or say it is any greater than that of other members of the unit. But like knowledge of electricity it is not a justifiable reason to recognize these two classifications as having some community of interest distinct from fellow maintenance and other employees and to create a separate unit and expose fellow employees and the public to the potential of work stoppages from another round of collective bargaining.

We find the proposed bargaining unit to be inappropriate and find the existing unit to be appropriate. The application is therefore dismissed.

TAB 31

**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500

① 1 2 3

OFFICE OF THE INTERNATIONAL PRESIDENT

DL-140

July 14, 1999

Subj: Case of Steve Vodi
Vs. [REDACTED] et al
IAM District Lodge 140

Mr. George Hooper
General Vice President
1111 W. Mockingbird Ln.
Suite 1357
Dallas, Texas 75247

Mr. Ernie McLean
Dir. Bus. Representative
IAM District Lodge 181
203-1311 Portage Ave.
Winnipeg, MB, Canada
R3G 0V3

Mr. Brian Brown
Dir. Bus. Representative
IAM District Lodge 250
7418-6th Street
Burnaby, BC, Canada
V3N 3L6

Dear Sirs and Brothers:

On June 1, 1999 Grand Lodge Representative Steve Vodi, Card Number AN074714, filed charges against certain members in Local Lodges affiliated with District Lodge 140. In accordance with Article L, Section 7, of the IAM Constitution the International President has directed that these charges be referred to a Special Trial Committee.

This will notify you of your appointment to the Special Trial Committee to try this case. This action was taken in accordance with the provisions set forth in Article L, Code, of the IAM Constitution.

General Vice President George Hooper will serve as Chairman of the Committee.

Enclosed for the committee's information are copies of all the documents concerning this case that we have on file at Headquarters.

1. Letter dated June 1, 1999, addressed to International President R. Thomas Buffenbarger, containing charges against Brother Clint Addison, et al, from Grand Lodge Representative Steve Vodi.

2. Mail sheet containing names and addresses of plaintiff and defendants.

Also enclosed is a copy of the Instructions and Outlines of Procedures to be Followed in Connection with the Filing of Charges, Conducting of Trials and Submission of Appeals.

In accordance with the procedures set forth in the IAM Constitution governing the appointment of a Special Trial Committee by the International President, it will be your first responsibility to investigate the charges to determine whether or not there is sufficient substance to warrant a formal trial hearing to be held for this case. If so, you are to proceed to set a date for the formal hearing.

In the event the Committee finds the charges should be dismissed on the basis of lack of supporting evidence, such recommendation shall be made to this office. This office will then notify both the plaintiff and defendants of the Special Trial Committee's findings. This procedure is in accordance with Sections 5 and 6 of Article L.

If it is necessary for formal hearings to be held for this case, the Committee is directed to furnish a verbatim transcript of the hearing and to notify all parties at the onset of the Trial that, if desired, a copy of the transcript will be made available to them at their own expense. The Trial Committee is to order only one (1) verbatim transcript for its own use. The cost of this transcript will be borne by District Lodge 140.

A copy of this letter is being furnished to the plaintiff and defendants for their information and appropriate action when contacted by General Secretary-Treasurer Donald Wharton. The enclosures mentioned are being furnished only to the members of the Special Trial Committee. A copy of the charges is being furnished to the defendants for their information.

At the conclusion of its deliberations, the Special Trial Committee is instructed to report to this office, in writing, its verdict, and if guilty, its recommendations as to the penalty.

With best wishes, I remain

Fraternally yours,

R. Thomas Buffenbarger
R. Thomas Buffenbarger
International President

RTB/sw

Enclosures

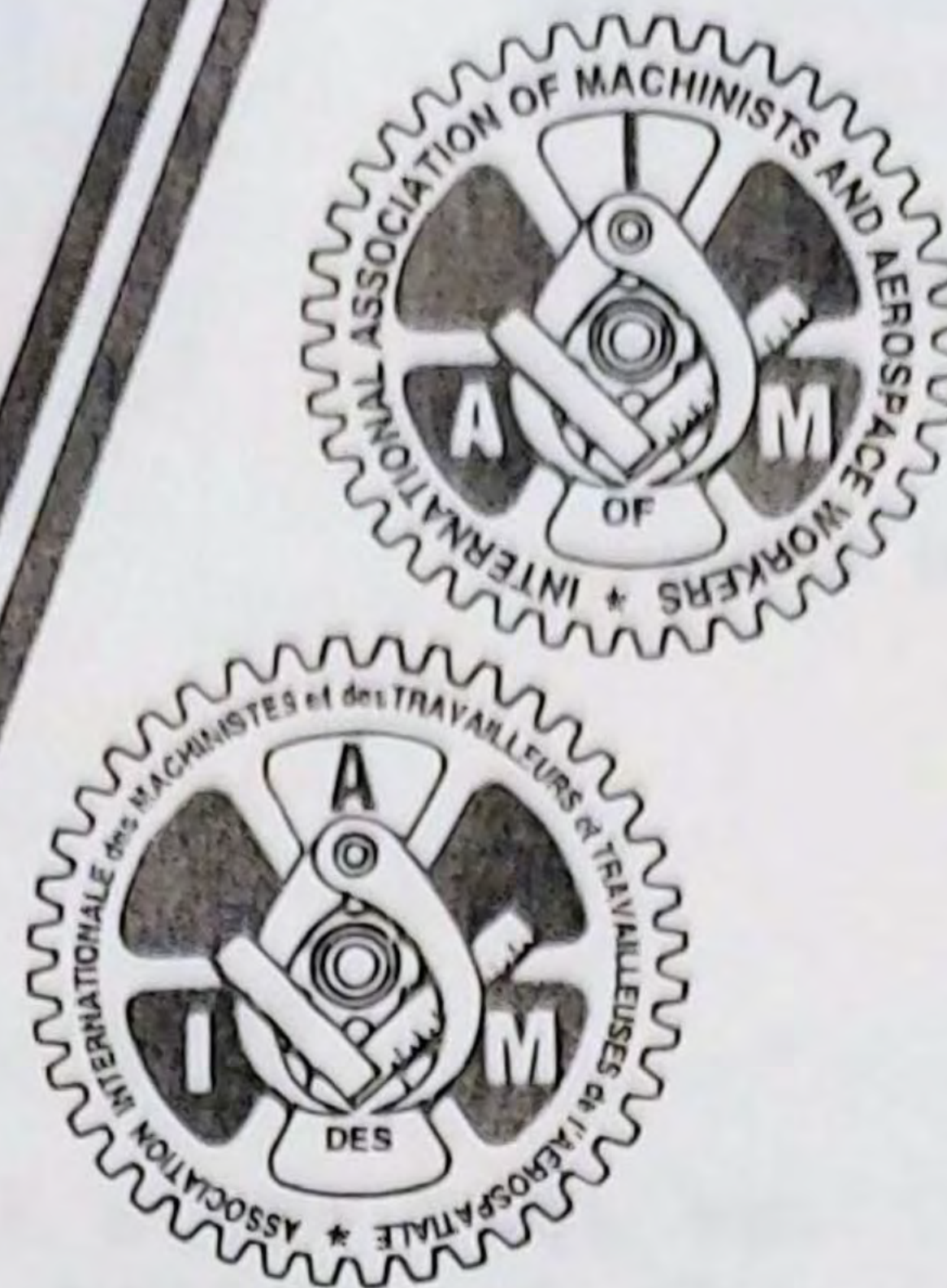
cc: Wharton, GST
Ritchie, GVP
Fontaine, PR/DGC DL 140
Powell, PR LL 764
Bickerstaffe, PR LL 2754
Franko, PR LL 1681
Vodi, Plaintiff



INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

ASSOCIATION INTERNATIONALE DES MACHINISTES
ET DES TRAVAILLEURS ET TRAVAILLEUSES DE L'AÉROSPATIALE

OFFICE OF THE GENERAL VICE-PRESIDENT
BUREAU DU VICE-PRÉSIDENT GÉNÉRAL
CANADA

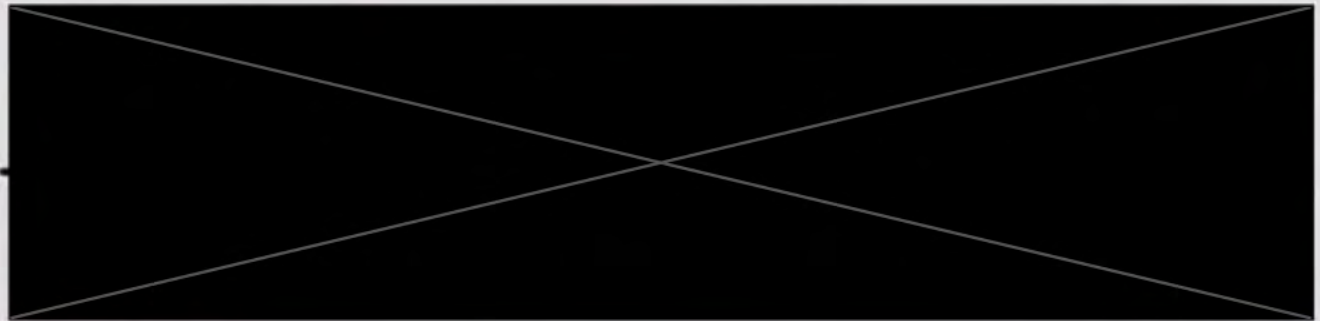


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Tel.: (416) 386-1789
Fax: (416) 386-0210

June 1, 1999

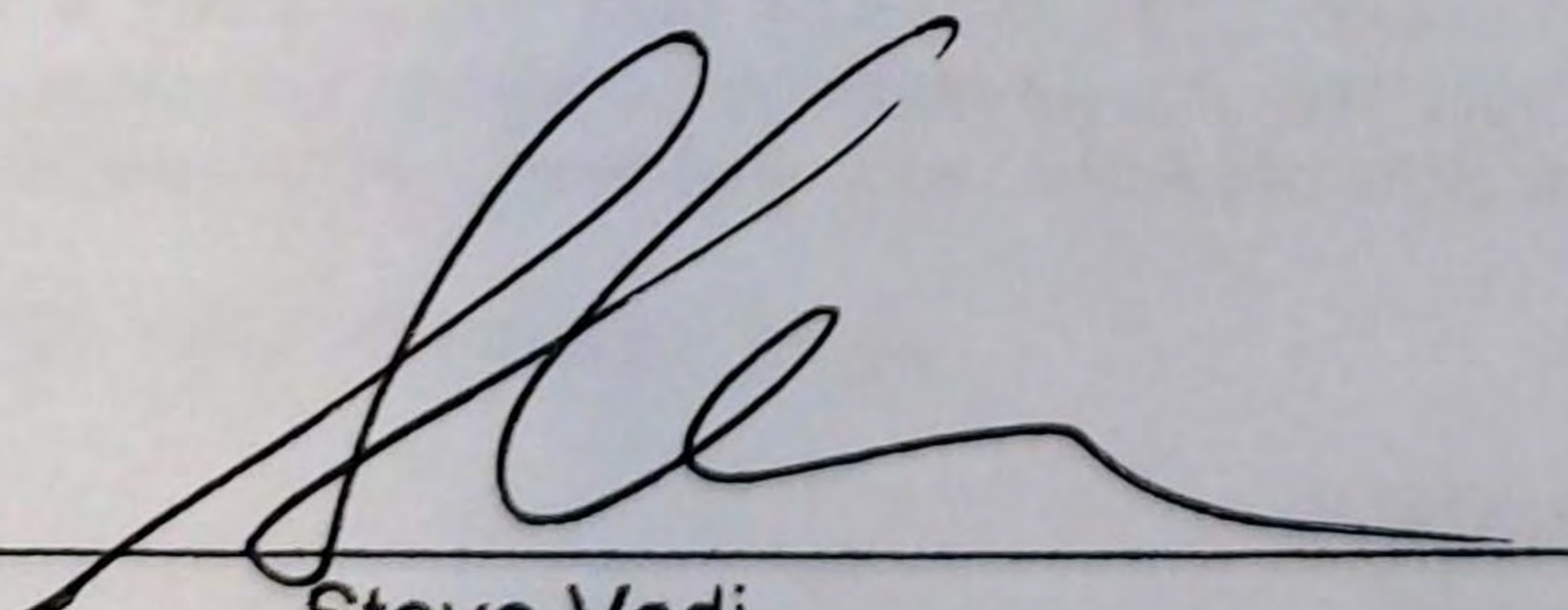
Mr. R.T. Buffenbarger
International President
I.A.M.A.W.
9000 Machinists Place
Upper Marlboro, MD 20772-2687

SUBJECT: Filing of Charges

I, STEVE VODI, card No. AN 74714, hereby charge Brother 
card no. BX098586 with conduct unbecoming a member.

Specifically, I charge this Brother with violating Article L, section 3 of the IAM Constitution by attempting and encouraging secession from the IAM by our membership at Canadian Airlines.

I enclosed documents as evidence in support of the charges for the records.


Steve Vodi

cc: N. Schmitt R/S LL 764
D. Boyd NST - DL 140
B. O'Brien

International
Association of
Machinists and
Aerospace Workers



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE INTERNATIONAL PRESIDENT

DL-140

September 28, 1999

Subj: Case of Steve Vodi vs.
[REDACTED] et al

Dear Sirs and Brothers:

On June 1, 1999 Grand Lodge Representative Steve Vodi filed charges against you under Article L, Code, of the IAM Constitution. A Special Trial Committee, consisting of General Vice President George Hooper, Brother Ernie McLean, Directing Business Representative, District Lodge 181 and Brother Brian Brown, Directing Business Representative, District Lodge 250, was appointed to hear the charges.

The Special Trial Committee held preliminary hearings on August 26, 1999 and August 31, 1999. You have received both a copy of the charges against you and information as to the date, time and place of the preliminary hearing.

As a result of the preliminary hearings it is the judgement of the Trial Committee that there is not sufficient evidence to warrant a formal trial and therefore the charges against you are dismissed pending the expiration of the allowed time for the filing of appeals.

With best wishes, I am

Fraternally yours,

R. Thomas Buffenbarger

R. Thomas Buffenbarger
INTERNATIONAL PRESIDENT

RTB/sw

cc: GST Wharton
GVP Hooper
STC McLean,
STC Brown
Vodi, Plaintiff
PR, Powell LL 764
PR, Bickerstaffe LL 2754
PR, Franko LL 1681

**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500

August 3, 1999

Office of the
GENERAL VICE PRESIDENT
1111 West Mockingbird Lane, Suite 1357
Dallas, Texas 75247
(214) 638-6543
FAX (214) 638-6092

Subject: Case of Steve Vodi
Vs. [REDACTED] et al
IAM District Lodge 140
Richmond, BC, Canada

Mr. Ernie McLean
Directing Business Representative
IAM District Lodge 181
203-1311 Portage Avenue
Winnipeg, MB, Canada
R3G 0V3

Mr. Brian Brown
Directing Business Representative
IAM District Lodge 250
7418-6th Street
Burnaby, BC, Canada
V3N 3L6

Dear Sirs and Brothers:

Be advised arrangements have been made to hold a hearing as specified in the IAM Constitution to determine whether there is sufficient evidence to warrant a formal trial hearing on the above subject case. This hearing has been scheduled as follows:

Date: Thursday, August 26, 1999
Time: 9:00 a.m.
Place: District Lodge 140
11871 Horseshoe Wy
Suite 2131
Richmond, BC, Canada

I would hope this hearing would not last more than one day; therefore, it would be expected we could depart Richmond in the afternoon of August 26 or the morning of August 27, 1999.

A copy of this letter is being forwarded to all who appear on the charge and thus are being made aware of this information and are expected to act accordingly.

With best wishes, I remain

Fraternally yours,

George Hooper
GENERAL VICE PRESIDENT

GH/ed

Certificate of Service

This will certify that a copy of the Notice of Hearing is being furnished this date via Certified Mail to the parties addressed as follows:

Mr. R. Thomas Buffenbarger
International President
International Association of Machinists
and Aerospace Workers, AFL-CIO
9000 Machinists Place
Upper Marlboro, MD 20772-2687
P 994 458 245

Mr. Donald Wharton
General Secretary-Treasurer
International Association of Machinists
and Aerospace Workers, AFL-CIO
9000 Machinists Place
Upper Marlboro, MD 20772-2687
P 994 458 247

Mr. Dave Ritchie
General Vice President Canada
International Association of Machinists
and Aerospace Workers, AFL-CIO
15 Gervais Drive, Suite 707
Toronto, Ontario M3C1Y8
P 994 458 248

Ernie McLean
Directing Business Representative
IAM District Lodge 181
203-1311 Portage Avenue
Winnipeg, MB, Canada R3G 0V3
P 994 458 253

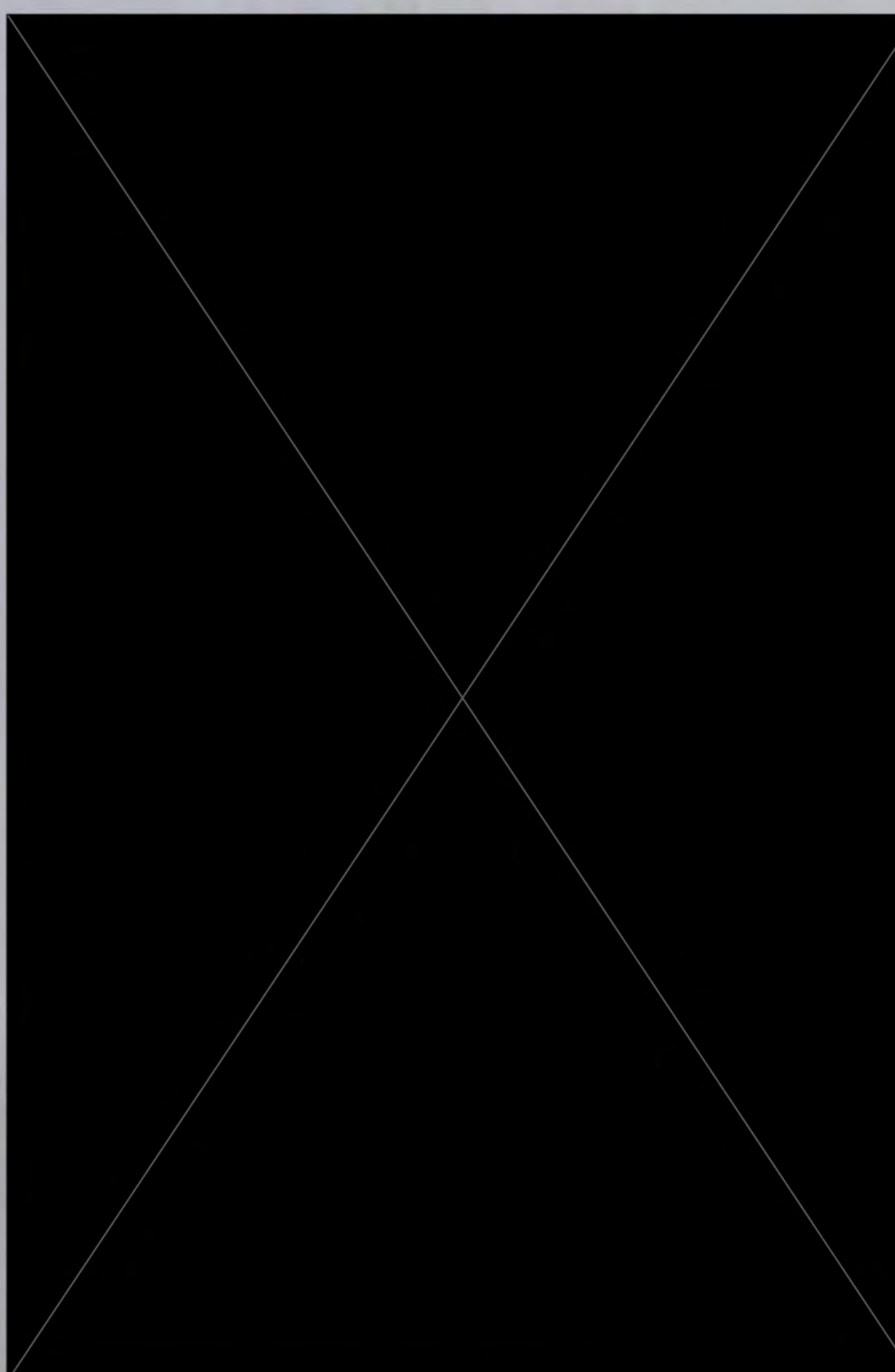
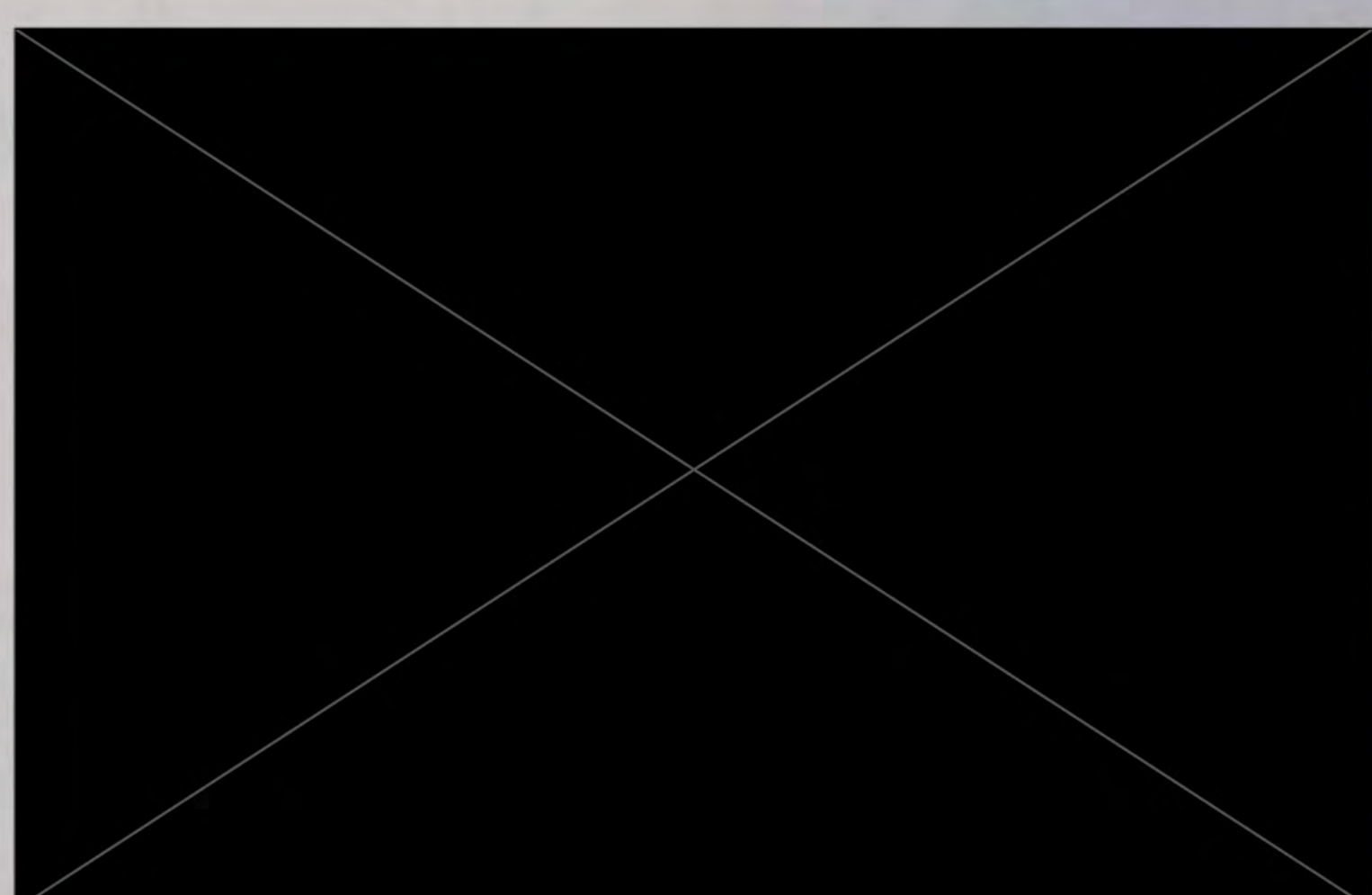
Mr. Coet Combs
Special Assistant GST
International Association of Machinists
and Aerospace Workers, AFL-CIO
9000 Machinists Place
Upper Marlboro, MD 20772-2687
P 994 458 312

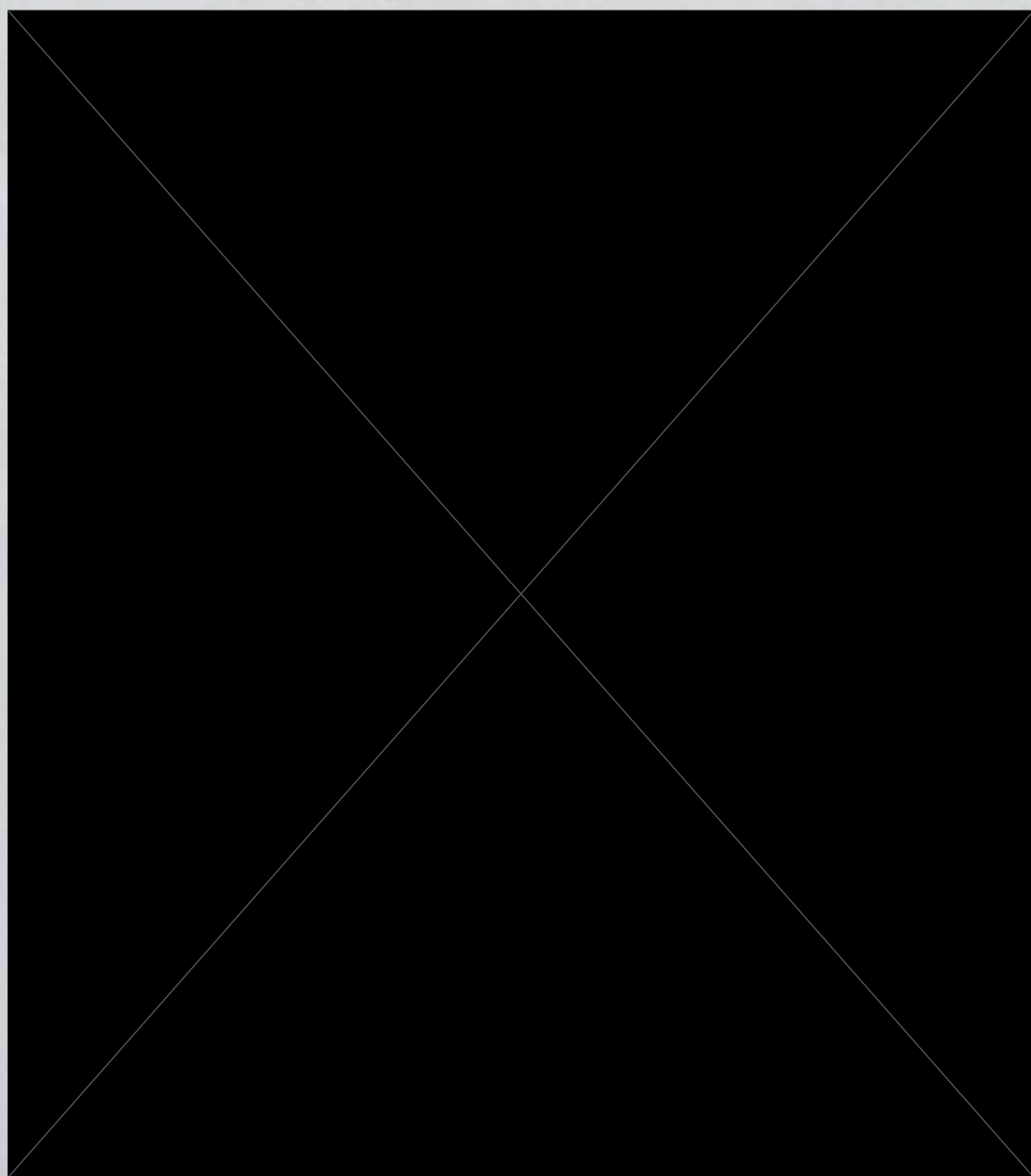
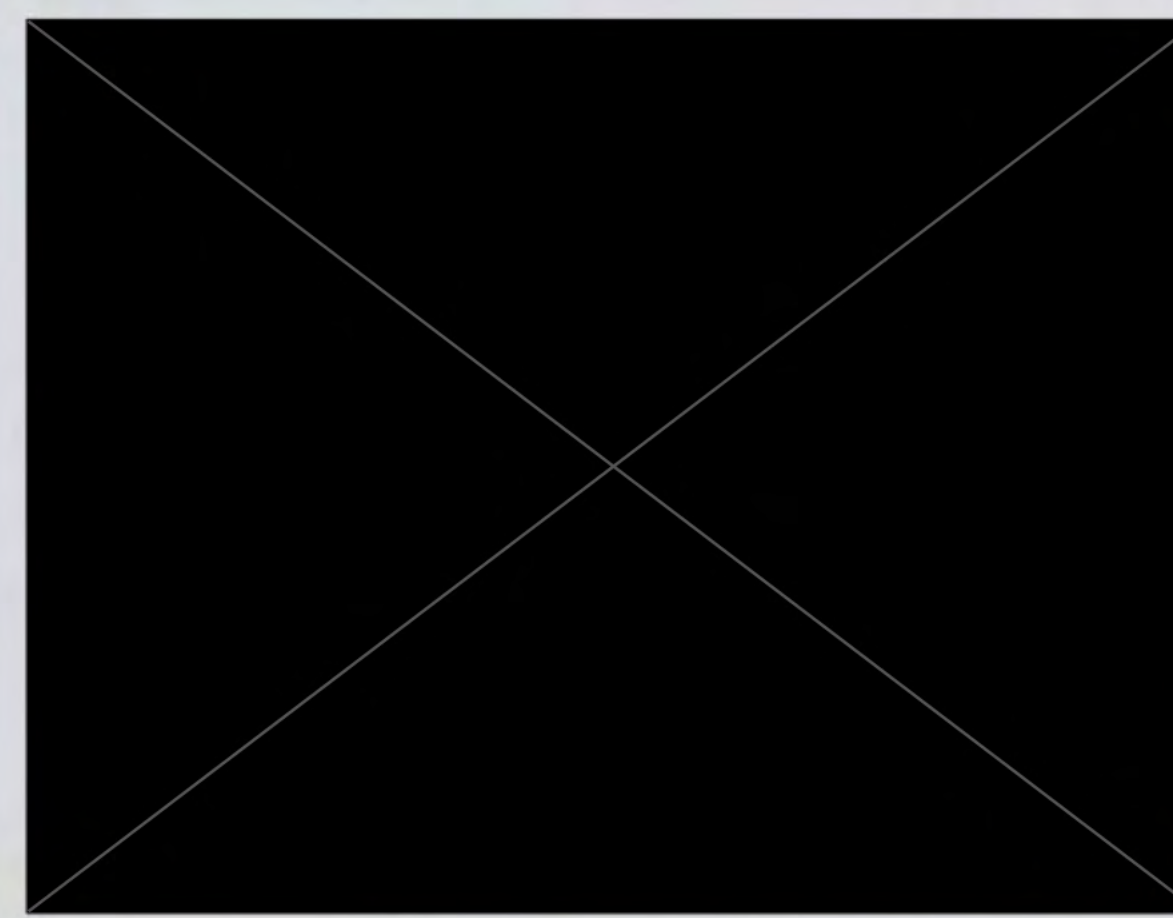
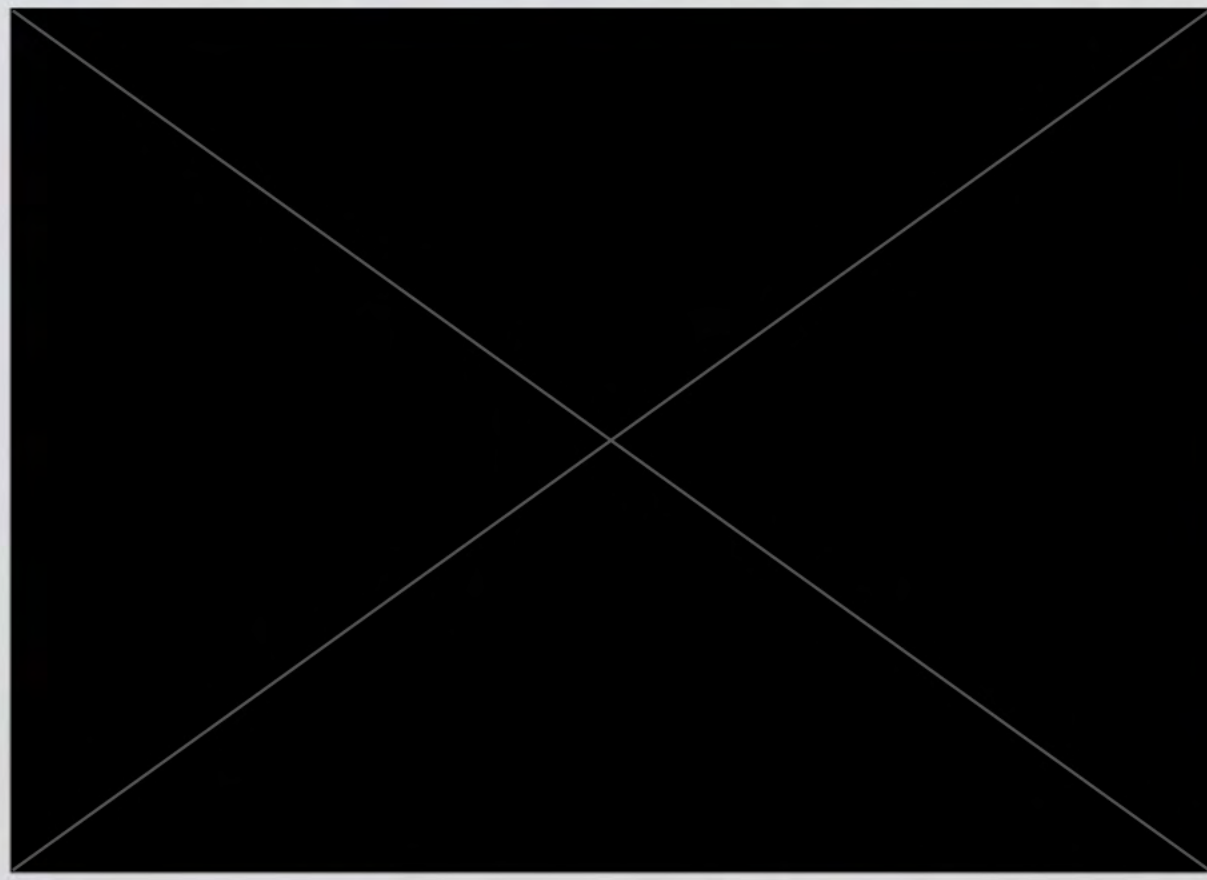
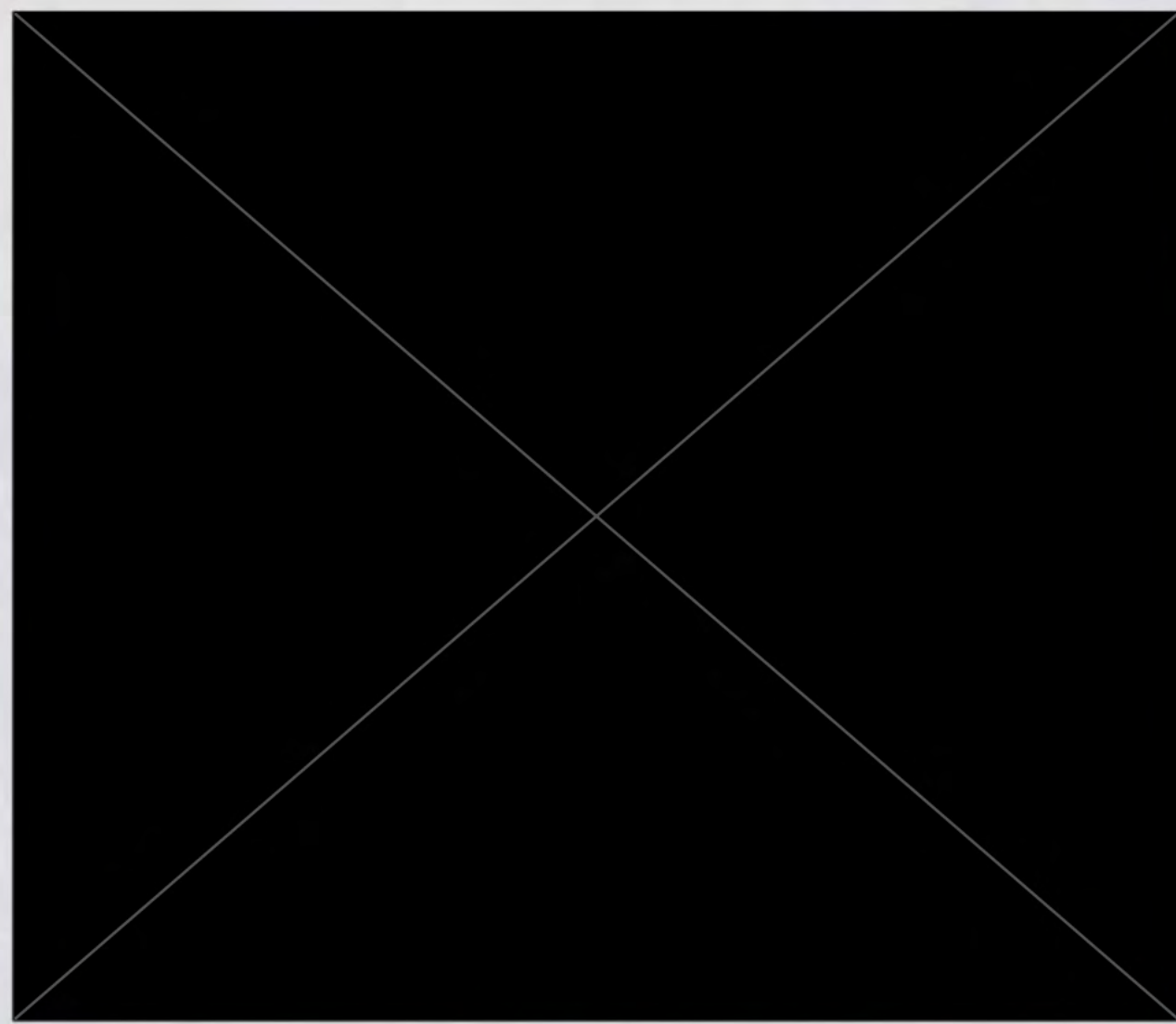
Brian Brown
Directing Business Representative
IAM District Lodge 250
7418-6th Street
Burnaby, BC,
Canada V3N 3L6
P 994 458 251

Ron Fontaine
President
IAM District Lodge 140
3560 #7 Road
Richmond, BC,
Canada V6V 1R4
P 994 458 249

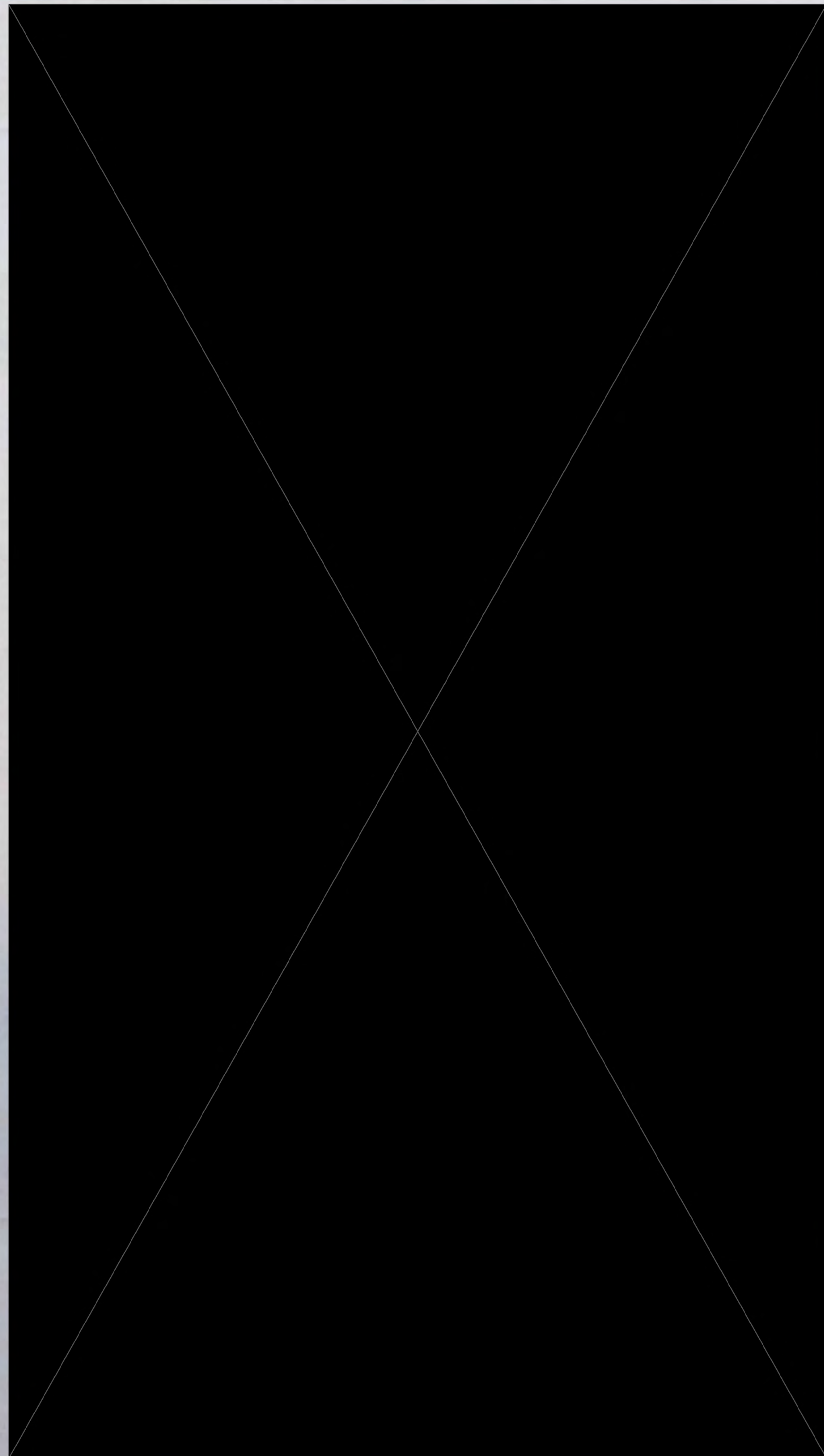
Steve Vodi
R. R. # 2
Old Church Road
Bolton, Ont.
CAN L7E 5R8
P 994 458 252

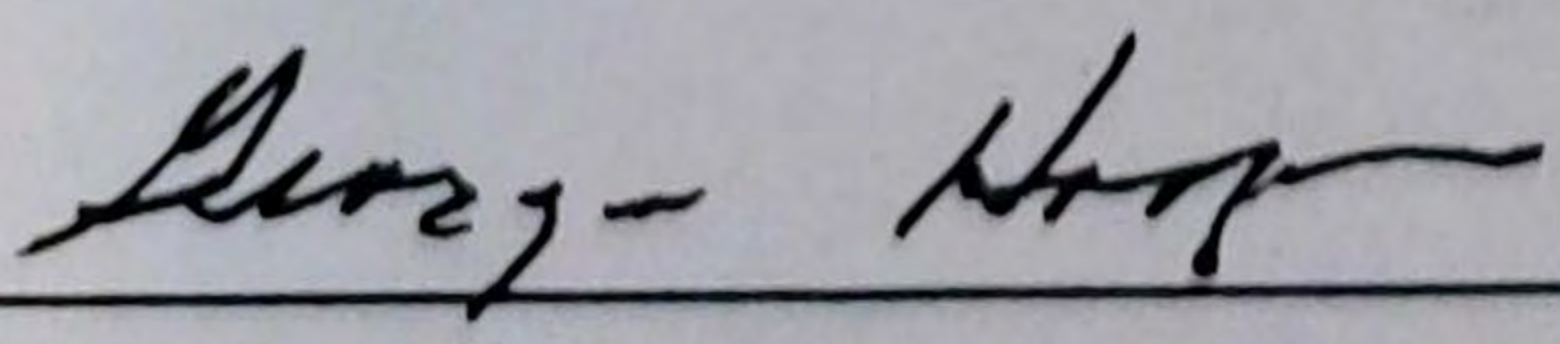
Glen Powell
President IAM Local Lodge 764
120 12633 No. 2 Road
Vancouver, BC,
Canada V7E 6N5
P 994 458 250





J.P. Franko
President IAM Local Lodge 1681
5229-157 A. Avenue
Edmonton, AB
CAN T5Y 2X6
P 994 458 311



By: 
George Hooper
GENERAL VICE PRESIDENT

Dated: August 4, 1999

TAB 32

Monetization of ACTS – FAQ

December 18, 2006

Background

On August 11, 2006, ACE Aviation Holdings Inc. announced that its Board of Directors had completed a review of progress on the implementation of its strategic plan. Key to this review was a commitment to explore a series of initiatives designed to unlock further value for ACE shareholders over the medium and longer term. This includes the launch of a process for the partial monetization of ACTS.

While no decision has been made at this time, ACE has said it is contemplating monetizing ACTS through a private investment process, starting in late 2006.

We understand that many of you will have questions about what is involved with such a transaction and what impact such a move could have. We have provided the following FAQ in an effort to address at least some of those as best we can at this stage in the process.

Before getting to the FAQ, however, there are a few points that we need to understand and respect:

1. It is business as usual for ACTS. There is no change in our plans and priorities as a result of this announcement: we are going to keep doing what we're doing to move ACTS forward just as we've planned.
2. As soon as we can provide more details to employees we will do so. We are committed to providing timely communications to all stakeholders throughout this process.

With these considerations in mind, we are able to provide an overview and some explanation of the terms we will hear as we progress through this process. The FAQ provided below is the most information we can provide while still respecting security regulations governing disclosure.

Frequently asked questions (FAQ):

- **What does “monetization” mean?**

In this case, “monetization” refers to the validation of the value of ACTS through a private investment process by ACE, our parent company. Although details are not known at this point, ACE has said that it would commence a process to sell a partial interest in ACTS starting in late 2006.

- **Why is ACE considering selling off part of ACTS?**

The proposal to monetize ACTS is consistent with ACE's strategic plan to generate shareholder value. One part of this strategy to date has been to unlock value through the monetization of ACE's business units. So far, ACE has already done this Aeroplan and Jazz and it is also proposing to do so with Air Canada through the launch of an IPO.

- **Why more change?**

Quite simply, ACE has an obligation to explore ways in which to generate value for its investors, and that is what it is now doing by exploring these options. The added financial strength brought in by outside investors will enable ACTS and other ACE companies to grow into the future, invest in new products and equipment and fund pension programs. It's important to remember that the companies that have flourished over time and created jobs

and career opportunities for their employees are those that have taken care of their investors.

- **When will you know whether this is going to happen or not?**

ACE has said it hopes to have a final decision in the next few months.

- **What is the difference between the monetization process that's planned for ACTS and the IPO that was announced for Air Canada ?**

An IPO (Initial Public Offering) is a market transaction that involves selling shares or units to the public market. In the case of ACTS, the monetization process contemplated refers to an investor buying a partial interest in ACTS.

- **Would the monetization of ACTS increase the pressure on us to meet investor targets etc?**

There's no doubt that this kind of reporting brings a new level of accountability to our business. But we think that's a real opportunity.

- **If the monetization process goes ahead, will it mean changes for employees?**

ACTS's daily operations will not change if the monetization goes ahead. The terms of all collective agreements continue to apply.

- **Will the monetization of ACTS affect our pension and benefits plans?**

The sale of a portion of ACTS will not change pensions and benefits for current ACTS employees. It's important to remember that as with Aeroplan and Jazz, ACE would retain an ownership interest in ACTS, meaning that not all of ACTS would be sold. As a result of the partial monetization of Aeroplan and Jazz, we were able to raise funds to make each of these companies stronger, which will enable them to grow into the future and invest in new products and equipment.

- **Once the monetization process is complete, will shares of ACTS start trading on the market?**

Should ACE proceed with the monetization that is currently contemplated with ACTS, no shares will be traded on the market.

- **We will have a chance to express our concerns and ask questions during the course of this process?**

Yes. We will organize regular communication meetings in all of our locations. Employees will be presented the process of monetization and will be able to ask questions.

Details will be shared as they are confirmed, and as we are permitted to share them in accordance with securities regulations governing disclosure. This Q&A document will be updated accordingly.

TAB 33

AFFIDAVIT OF [REDACTED]
IN SUPPORT OF AMFA'S APPLICATION
FOR CERTIFICATION OF BARGAINING AGENT

Canada)

Province of Quebec)

To Wit:)

I, [REDACTED], of [REDACTED], Quebec, DO SOLEMNLY DECLARE THAT:

1. I am a CAT 1 Aircraft Maintenance Engineer at Air Canada, based in Montreal, Quebec.

I have been an Air Canada employee for over [REDACTED].

I hold a federally issued AME license as well as Air Canada certifications. Over the course of my career, I have been following and documenting labor issues at Air Canada, especially as they relate to skilled maintenance employees.

2. I submit this Affidavit in support of the Aircraft Mechanics Fraternal Association's (AMFA) Application for Certification of the following bargaining unit:

A national unit consisting of the following job classifications at Air Canada that are currently represented by the International Association of Machinists and Aerospace Workers (IAMAW): CAT 1 – Aircraft Line Maintenance; CAT 4 – Process Auditor – Aircraft; CAT 13 – Upholstering, Trim, Overhaul, and Fabrication; CAT 14 – Painting; CAT 19 – Structures; CAT 21 – Welding; CAT 23 – Ground Support Equipment (GSE); CAT 24 – Plant Maintenance (Electrical); CAT 25 – Woodworking; CAT 26 – Aircraft Support Equipment (ASE); CAT 27 – Facilities Maintenance (CRE); CAT 36 – Heating, Power and Stationary Plant Operation; CAT 37 – Plant Maintenance (Plumbing and Steam Fitting); CAT 38 – Aircraft Avionics Maintenance; Licensed Planner; Licensed Technical Writer; Technical Writer (Aeronautics); and Technical Instructor (GSE)

3. The proposed bargaining unit consists of all skilled maintenance positions at Air Canada. A strong community of interests exists between members of the proposed unit. The main responsibility of each position is the prevention and resolution of defects in Air Canada's physical assets. The positions require trouble-shooting and problem-solving capabilities as well as familiarity with maintenance tools and maintenance procedures. Employee mobility is rare between those positions included in the bargaining unit and those positions not included in the bargaining unit. Occasionally, trades school graduates use unskilled positions to start at Air Canada waiting for a transfer opportunity to a skill position. Category/classification seniority is not transferable between skilled/unskilled positions. Employee transfer from a skilled to unskilled positions is extremely rare.
4. After exiting bankruptcy in 2004, Air Canada sold stakes in its heavy maintenance (ACTS) division to outside investors. The ACTS division was denominated Aveos Fleet Performance Inc. (Aveos). On January 8, 2009, Air Canada, Aveos and the IAMAW entered into a Memorandum of Agreement to facilitate the transition of Air Canada employees to Aveos. On June 8, 2009, the IAMAW entered into an agreement with Air Canada to extend the Air Canada TMOS collective agreement in order to ensure labor stability at Air Canada during that time. A separate Aveos bargaining unit was certified by the Board in 2011. By March 2012, Aveos had filed for bankruptcy.
5. The bankruptcy and ultimate liquidation of Aveos resulted in approximately 2,400 layoffs of skilled maintenance workers—with 1,800 based in Montreal, 350 based in Winnipeg, and 250 based in Vancouver. Layoffs were followed by protests and even arrests of protesting employees. Included at Tab 35 are photographs of protests organized by former Aveos employees.

6. The outsourcing of Air Canada heavy maintenance work to Aveos and the ultimate liquidation of Aveos had profound and lasting effects on Air Canada skilled maintenance workers. Prior to the outsourcing, Technical Services employees constituted approximately 4,500 of the 10,500 employees in the TMOS bargaining unit. As a result of the outsourcing, the Technical Services unit lost approximately 2,400 positions while other business units experienced no similar reduction. The political power of the Air Canada skilled maintenance positions within the IAMAW severely diminished. At my IAMAW lodge, Local Lodge 1751 in Montreal, Technical Services employees had previously constituted the majority of the lodge membership. Following the outsourcing of heavy maintenance work and liquidation of Aveos, Technical Services employees lost the ability to effectively engage in Lodge 1751 politics. For example, prior to 2012, most high decision-making positions in Lodge 1751 such as President, Treasurer, and Recording Secretary were held by Tech Services members most of the time. Subsequently, only members of Customer Service managed to get elected to such position.
7. The IAMAW eventually tried to resist the outsourcing of ACTS work through legal actions. However, Air Canada skilled maintenance employees strongly believed then and believe now that the IAMAW should have done more and used its supposed “power of numbers” to make every effort to limit or prevent the outsourcing process. I myself attended a meeting of various Air Canada Technical Services employees in Toronto in February 2011. This meeting took place at the premises of the IAMAW. The will of the members present at this meeting was to persuade the IAMAW union leadership to act strongly to stop this process of company split and bargaining unit split (AC-Aveos). When there was a good cohesion of the different actors in the room, the GVP of the IAMAW at

the time completely aborted this feeling of combativeness and this cohesion of the members of Technical Services with his speech. Tech Services members left discouraged, and I personally understood that day that the transition of employees to Aveos was going to take place without much union resistance. The IAMAW's inconsistency and limited actions in the face of outsourcing and vivid examples of the financial and emotional toll of the resulting layoffs have led Air Canada skilled maintenance employees to distrust their current bargaining agent.

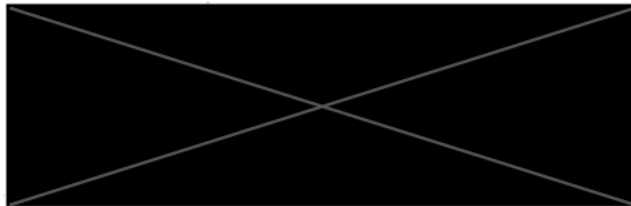
8. In December 2015, prior to 2016 contract negotiations, employees in the Technical Services business division signed and submitted a petition to the IAMAW requesting that Technical Services be afforded the right to have their own vote of ratification for the CBA. A copy of the petition is included at Tab _____. The petition was rejected. Tech Services' inability to separately negotiate and ratify a deal became more urgent when the contract negotiations produced proposals for a ten-year deal with set pay schedules and minimal opportunities for reopening. The proposal was consistently represented to members as a 10-year CBA. I, along with other rank-and-file members, relied on those representations because Air Canada and the IAMAW did not publish the CBA prior to the ratification vote. Skilled maintenance employees within Tech Services overwhelmingly did not support a ten-year contract. Because these employees formed a minority with the broader TMOS group, their voice was ignored, and the contract was ratified.
9. In 2018, ahead of the 2019 reopener, IAMAW District Lodge 140 attempted to change the bargaining structure from two table bargaining, back to one table for the entire TMOS group. Three of the Tech Services negotiations committee members would not agree to sign the terms of reference changing the bargaining structure back to one table and the

three members were subsequently removed from the committee by IAMAW District 140. In response, Tech Services members immediately started a campaign faxing, phoning and emailing IAMAW International President Robert Martinez Jr and District 140 Stan Pickthall, which led to a townhall meeting in Toronto. The meeting was attended by 250 Tech Services members demanding the reinstatement of the three negotiation committee members. Over 1500 Technical Services employees signed a petition asking for a separate bargaining unit. A copy of the signed petition is included at Tab 40. The IAMAW did not grant the request for a separate Technical Services Bargaining unit.

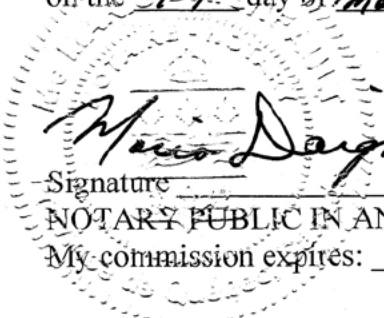
10. Outsourcing of maintenance work has continued to be a problem at Air Canada, and skilled maintenance workers are constantly worried about this situation. In 2022, we discovered that the Company was taking advantage of longer layovers at some stations outside of Canada to perform line maintenance work that is normally performed by Air Canada AMEs in Canada. I built a solid case and had the support of the IAMAW local representative.
11. We then had a call with the Air Canada planning managers, during which my local representative and I challenged the company and questioned them. An IAMAW Grand Lodge Representative (GLR) was also present at this meeting and told the union representative to “stop talking.” Subsequently, we had no support from the IAMAW to challenge the company on the subcontracting abroad of work specific to line maintenance, which was within the scope of work. We have grievances on this outsourcing that are stuck in the grievance process, but are clearly not a priority for the IAMAW, even though we have laid off employees awaiting recall in Canada. While touring the country for the past two weeks, senior IAMAW officials were questioned about this outsourcing issue, and they replied that they were unaware.

12. As a union representative and repeat member of the Montreal TechOps Shop Committee,

I can add that despite our 10-year collective agreement, we have rarely experienced stability or harmony in our labour relations. The structure of the TMOS bargaining unit does not allow us to easily introduce/adapt/change the language of our collective bargaining agreement. We have no voice among IAMAW leadership and cannot ratify our own contracts. The language of the CBA is not adapted to TechOps employees. Imprecision and lack of protections in the CBA have made TechOps employees vulnerable to issues such as outsourcing.



DECLARED BEFORE ME AT
SAINTE-JULIE, Quebec
on the 17th day of June, 2023


Marie Daignault (Signature) (Seal)

NOTARY PUBLIC IN AND FOR THE PROVINCE OF QUEBEC

My commission expires: _____

TAB 34



Order No.: 9996-U

Amends: 9085-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Air Canada,
Aveos Fleet Performance Inc.,

applicants,

- and -

International Association of Machinists and
Aerospace Workers,

certified bargaining agent.

WHEREAS, on April 21, 2006, the Canada Industrial Relations Board (“the Board”) issued Order No. 9085-U to reflect an agreement between the parties and, since that date, the International Association of Machinists and Aerospace Workers (“the IAMAW”) has been the certified bargaining agent for a unit of employees comprising:

“all employees of Air Canada, ACTS Limited Partnership, AC Cargo Limited Partnership and ACGHS Limited Partnership engaged in technical, maintenance and operational support functions, excluding those performing management functions or those employed in a confidential capacity in matters relating to industrial relations and otherwise, and excluding any employees covered by a certification order and employees in discrete positions and functions not included within the scope of the bargaining units in either of the former Air Canada or Canadian Airlines International Ltd. prior to their merger.”

AND WHEREAS the business of Air Canada Technical Services (ACTS) Limited Partnership (“ACTS LP”) was sold on October 16, 2007 and has carried on business as Aveos Fleet Performance Inc. (“Aveos”) since September 23, 2008;

Order No.: 9996-U

AND WHEREAS the sale that occurred on October 16, 2007 related to the maintenance, repair and overhaul business conducted by ACTS LP, including the delivery of heavy maintenance, engine maintenance and component maintenance services (“the MRO business”) of Air Canada;

AND WHEREAS, on June 25, 2010, Air Canada and Aveos filed a joint application with the Board pursuant to sections 18.1, 44, 45 and 46 of the *Canada Labour Code (Part I—Industrial Relations)* (“the Code”) seeking a declaration of sale of business and orders from the Board to facilitate the transition of employees from Air Canada to Aveos;

AND WHEREAS Air Canada Cargo (AC Cargo) Limited Partnership and Air Canada Ground Handling Services (ACGHS) Limited Partnership were dissolved effective November 30, 2009;

AND WHEREAS the Board has determined that a sale of business within the meaning of section 44 of the Code has taken place and that Aveos Fleet Performance Inc. is the successor employer to ACTS LP and is a distinct employer separate from Air Canada, and has this day issued certification orders 9994-U and 9995-U consequential to this finding;

NOW, THEREFORE, the Canada Industrial Relations Board hereby amends Certification Order 9085-U by:

(a) deleting therefrom all references to Air Canada Technical Services (ACTS) Limited Partnership, Air Canada Cargo (AC Cargo) Limited Partnership and Air Canada Ground Handling Services (ACGHS) Limited Partnership; and

(b) amending the description of the bargaining unit for which the trade union is certified to read as follows:

“all employees of Air Canada engaged in technical, maintenance and operational support functions, excluding those performing management functions or those employed in a confidential capacity in matters relating to industrial relations and otherwise, and excluding any employees covered by another certification order and employees in discrete positions and functions not included within the scope of bargaining units in either of the former Air Canada or Canadian Airlines International Ltd. prior to their merger.”

Order No.: 9996-U

AND WHEREAS Air Canada, Aveos and the IAMAW entered into a Memorandum of Agreement dated January 8, 2009 ("the January 8, 2009 MOA"), to facilitate the orderly transition of certain Air Canada employees to Aveos in accordance with the expressed preference of those employees and to establish the terms and conditions of employment that will apply to those Air Canada employees who elect to become employees of Aveos;

AND WHEREAS the Board issued an order dated January 22, 2009 in which it found that the January 8, 2009 MOA complied with the requirements of the *Code* and directed the parties to cooperate in implementing the terms of the January 8, 2009 MOA;

AND WHEREAS Air Canada and the IAMAW entered into a Memorandum of Agreement on June 8, 2009 ("the June 8, 2009 MOA"), in which they agreed to extend all of the terms and conditions of the collective agreement applicable to the technical, maintenance and operational support bargaining unit for a period of twenty-one (21) months from their then current expiry date (July 1, 2009 to March 31, 2011);

AND WHEREAS the parties have been unable to reach agreement on certain issues arising from the sale of business and consequent revision of the bargaining unit;

NOW, THEREFORE, it is hereby ordered by the Canada Industrial Relations Board, pursuant to section 18.1(3) of the *Code*, that:

(1) the Heavy Maintenance Separation Program offered to the IAMAW by Air Canada on January 13, 2011, as set out in Appendix A of this Order, is to be implemented;

(2) due to the impossibility to respect the time lines set out in section 4 of Appendix A of the June 8, 2009 MOA, the "CIRB Date", "Selection Closure Date" and "Transition Date" shall retain their original meanings as set out in the January 8, 2009 MOA;

(3) Article 20.07 and all subcontracting and contracting out provisions contained in the collective agreement between Air Canada and the IAMAW for the technical, maintenance and operational support bargaining unit no longer apply to any work performed in relation to the MRO business (i.e., heavy maintenance, engine maintenance and component maintenance) declared to have been sold to Aveos Fleet Performance Inc. pursuant to section 44 of the *Code*;

(4) the Letter of Agreement between Air Canada and the IAMAW dated January 8, 2009 concerning Article 20.07 of the collective agreement continues to apply for the duration stated therein;

(5) the parties are to fully comply with the terms of the January 8, 2009 MOA, as amended by the June 8, 2009 MOA, and the Heavy Maintenance Separation Program.

Order No.: 9996-U

AND FURTHERMORE, the Board hereby declares that the January 8, 2009 MOA, as amended by the June 8, 2009 MOA, the Heavy Maintenance Separation Program ordered pursuant to paragraph 1 of this Order and attached as Appendix A, and the present Order properly and fully dispose of all matters arising from the sale of business from ACTS LP to Aveos Fleet Performance Inc. or related to the consequences of such sale, whether under the *Code*, the applicable collective agreement or otherwise.

ISSUED at Ottawa, this 31st day of January, 2011, by the Canada Industrial Relations Board.

Elizabeth MacPherson
Chairperson

Reference: File No. 28234-C

Appendix A

Heavy Maintenance Separation Program

Air Canada proposes to offer a separation program to IAMAW–represented Aveos employees who were employed as of the date of the requested order establishing separate bargaining units for Aveos employees, as follows:

- 1) The separation program will consist of a maximum of 1,500 separation packages.
- 2) A separation payment under this program shall be an amount representing two weeks' pay for each completed year of continuous service at Air Canada and Aveos up to a maximum of 52 weeks, service to be calculated at the time of granting the separation package. The separation payment will be based on the eligible employee's base hourly rate for a 40-hour work week.
- 3) The separation packages, up to the maximum number expressed in para. 1 above, will be made available to IAMAW–represented employees at any time up to June 30, 2015, in the event that employees are permanently laid-off, or terminated or a temporary layoff becomes permanent as a direct result of Aveos ceasing to be the exclusive provider of heavy maintenance services to Air Canada, other than in circumstances described in para. 4 below. Such an event may occur before June 30, 2013, but no later than June 30, 2015.
- 4) The separation packages, up to the maximum number expressed in para. 1 above, will also be made available at any time up to June 30, 2013 to IAMAW–represented employees, in the event of an insolvency, liquidation or bankruptcy involving Aveos resulting in the cancellation of Air Canada–Aveos contracts and in the termination or permanent layoff of IAMAW–represented employees.
- 5) Air Canada will take all reasonable steps to ensure that monies paid for the benefit of IAMAW employees of Aveos are paid directly to these employees.
- 6) Aveos has and shall have no liability whatsoever or financial responsibility for the Program.
- 7) Other elements of this separation program will be consistent with the provisions of similar, prior programs involving IAMAW–represented Air Canada employees.
- 8) Any disputes of implementation concerning this separation program that cannot be resolved by Air Canada, the IAMAW and Aveos shall be referred for final and binding mediation/arbitration before Martin Teplitsky, Q.C. or to a mutually agreed alternative arbitrator.
- 9) Any separation package extended to an employee by Air Canada under this separation program is inclusive of and in complete satisfaction of any and all payment in lieu of notice of termination or layoff and severance pay to which an employee in receipt of the separation

Order No.: 9996-U

package may be entitled from Air Canada and/or Aveos under the *Canada Labour Code* ("the *Code*") and under the applicable collective agreement.

- 10) The separation payments contemplated by the Air Canada separation program fulfill any and all requirements for severance pay, in relation to employees in receipt of separation payments, in any adjustment program negotiated or arbitrated under Division IX of the *Code* and the provisions of section 228 may be invoked as may be necessary to confirm this result.

TAB 35





TAB 36

2012 negotiations with Air Canada

To whom it may concern,

I [REDACTED] was part of the maintenance group negotiating with Air Canada in 2012. There seems to be some misunderstanding as to how the two table system was started in 2012 and some points of interest.

In 2011 the Tech Ops group petitioned the Grand Lodge in Canada and the Grand Lodge in the USA for the IAM for separate negotiations. The underlining issue being that Tech Ops had four reps and airports had seven and Tech Ops could not carry a vote to better represent its group. During this process the Grand Lodge in Canada, Dave Richie, allowed a new vote for reps for maintenance but the collective group was still eleven (four tech ops and seven airports). Three of the Tech Ops group was new to negotiations. A vote went out at the Local Lodge District 3232 to send these members on negotiation training, although the vote passed the District Lodge, President Chuck Atkins, would not approve the training. This was raised at the next Local Lodge meeting where it was once again voted in to send the individuals on training and was once again turned down by District Lodge. The important note here is that airport representatives who had had the training were sent on the training again and back before negotiations started with Air Canada. No support for Tech Ops was given by District Lodge although it was supported at the local level.

When negotiations started in 2012 the eleven representatives (four tech ops and seven airports) was maintained. As the process preceded Air Canada claimed that negotiations were not moving ahead and a conciliator was brought in to expedite the process. It was under her directions that the two teams were split. The Honorable Madame Otis made the statement that the two groups should not be in the same room as the Tech Ops group, as she put it, was black or white/ yes or no and would not allow for grey areas where as the airports group spent most of its time in the grey area. Madame Otis said that she would recommend the two tables moving forward as it would expedite the process in the future. This was the beginning of the two table system for tech ops and airports. I hope this is helpful in the understanding of how the two table process began.

TAB 37

Introduction

On December 21, 2011, I was appointed as Conciliation Commissioner, by the Honourable Lisa Raitt, Minister of Labour, pursuant to Section 72(1)(b) of the *Canada Labour Code*, R.C.S., 1985, c. L-2., in the matter of the above-mentioned dispute.

On February 6th, following four (4) weeks of intensive and productive negotiations, the Parties agreed to a tentative collective agreement subject to a ratification vote by the Union membership. The tentative agreement was reached following a unanimous vote by all members of the Union's two bargaining committees.

On February 18th, the Parties agreed to grant an extension to the Conciliation Commissioner for the submission of her report to the Minister.

On February 22nd, the Union membership did not ratify the tentative collective agreement.

The background

Collective bargaining relations between the two Parties have spanned over several decades. Overall, the pre-CCAA collective bargaining history is reflective of normative wage increases, with the exception of a temporary wage freeze which was agreed upon in 1992, under the prospect of large-scale layoffs resulting from the pressures of the Gulf War and competition from Canadian Airlines International Limited. The bargaining history is also generally reflective of across-the-board wage settlements, with any apparent divergences between the settlements for separate units being in timing rather than effect.

Following the costly and complex acquisition of CAIL in 2000, and the occurrence, in 2001, of international events that gravely affected air travel, Air Canada suffered unprecedented financial losses, becoming insolvent by the spring of 2003, and filing under the CCAA on April 1, 2003.

Two separate rounds of bargaining occurred during the CCAA processes, in which all stakeholders made significant concessions. The IAM agreed to various productivity-related concessions including wage and non-wage scale changes. In 2003, the IAM and Air Canada agreed to extend the term of their existing collective agreement to July 1, 2006. They also agreed that on July 1, 2006 the collective agreements would be extended to July 1, 2009, and that in this period, negotiations would be limited to a wage re-opener, subject to arbitration in the case of an impasse. Air Canada and the IAM did engage in wage re-opener negotiations, in which the IAM argued for wage adjustments substantially above a normative settlement and Air Canada argued for the preservation of existing wage scales through 2009. Drawing on arbitrator M. Picher's conclusions in an arbitration award

between Air Canada and the CAW, arbitrator Donald Munroe concluded that Air Canada's return to profitability following the CCAA process was not still attained and consequently awarded across-the-board wage increases slightly below the normative range. The collective agreement expiring July 1st, 2009 was extended, without substantial changes, for a period of 21 months from the date of expiry, as per a Memorandum of Agreement signed by the Parties on June 8th, 2009.

The Conciliation Process

At the beginning of my mandate, I invited the Parties to attend pre-conciliation meetings which were held on January 3rd and 4th, 2012. The purpose of these initial meetings was to gain clarification on the nature of the dispute and on the bargaining priorities. At this time, I also requested the Parties to present pre-conciliation submissions expressing their respective positions in relation to the dispute. We agreed to a conciliation process scheduled over four (4) weeks and beginning on January 9th, in Ottawa. The Bargaining Committees for Union and Management pursued their mandates with dedication, working weekends, evenings and nights. Their vigorous efforts made it possible to reach a tentative collective agreement in due course.

The Bargaining Committees

My task as Conciliation Commissioner was made complex by the structure of the Union's Bargaining Committees. For further explanation I am compelled here to refer to the history of IAMAW Local 140 regarding the determination of bargaining units. The Technical Services (herein referred to as the Maintenance Group) and the Airport and Cargo Operations (herein referred to as the Airport and Cargo Group) both belong to the same bargaining unit. For decades, the Maintenance Group (approximately 2000 members) has expressed complaints over an absence of community of interest with the Airports and Cargo Group (approximately 6000 members). This was also the situation in the Canadian Airlines era. In 1996, the Union agreed that there would be separate negotiation tables within the same bargaining unit. However, due to the merger of Air Canada and Canadian Airlines, and the subsequent initiation of the CCAA process, an opportunity to try separate negotiations within the same unit never arose.

The present constitutes the first bargaining round in which the IAMAW establishes separate negotiation tables. Although some important issues were commonly negotiated, other proposals of more specific nature were negotiated separately. In other words, two (2) full union negotiation committees were simultaneously bargaining with two (2) different teams negotiating on behalf of Management. Despite their differences, the two (2) committees agreed unanimously on a tentative collective agreement.

The tentative collective agreement

The term of tentative collective agreement (attached hereto as Annex 1) is 4 years, effective April 1, 2011 to March 31, 2015. On the issue of pensions, the tentative collective agreement provides for changes as per a Pension Memorandum of Understanding. Modifications include benefit changes effective January 1, 2014, unreduced pension at fifty-five (55) years of age with 80 points upon consent of Air Canada, joint and survivor pension revisions, and the introduction of a multi-employer plan for new hires, with an equal contribution rate of 6% from employer and employee.

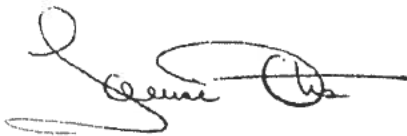
The tentative collective agreement also provides for wage scale and compensation adjustments for Technical Services and Logistics & Supply, and for Airport & Cargo Operations.

After the parties agreed on the tentative collective agreement, some issues were raised for clarification. To address these issues, a post - conciliation session was held in Toronto on Saturday, February 18th, 2012. The following day, IAMAW and Air Canada jointly issued a *Clarifying document to selected Tentative Agreement Items* (attached hereto as Annex II).

Post-Negotiation

In the process of writing this report, I have come to learn that the tentative agreement was voted down by the Union membership. This tentative collective agreement was the result of a fair and productive negotiation process by competent negotiators. Tense and arduous by all means, the negotiation was nonetheless undertaken rationally and professionally by both Parties. Taking into consideration the situation of the Parties, the tentative agreement is reasonable and fair. The negotiation process, which was carried out diligently and competently, has been exhausted. I do not recommend that negotiations be resumed or that a mediator be appointed. Under the full circumstances, I consider that a reasonable agreement had been reached.

Montreal, February 22, 2012

A handwritten signature in black ink, appearing to be "Gene Ch", with a long horizontal line extending to the right.

TAB 38

IAM&AW Technical Operations Petition

By Facsimile: 416-386-0210

To: Brother Dave Ritchie,
International Association of Machinists and Aerospace Workers
7th Floor 15 Gervais Drive
Toronto, Ontario M3C 1Y8

We, the undersigned IAM&AW Members of District Lodge 140, respectfully request that the IAM&AW grant the members of the Air Canada Tech Ops & Logistics and Supply group a separate ratification vote apart from the Airports Customer Service group as an enhancement to the current collective bargaining structure. These two groups have distinctly different "communities of interest" and by granting this request, it will enable both groups within the IAM&AW DL140 certification to equally and jointly ratify any and all future tentative agreements brought forth by their respective negotiating teams for all current and future negotiations.

As Signed Below,

Name (print)	Category	L.L.#	Signature	Date

cc: Brother Carlos Dacosta
Mr. Warren Nelson

Air Transport Coordinator
HRSDC- Labour Program

via facsimile to (514) 336-3039
via facsimile to (819) 997-1693

TAB 39



Canadian Airways Lodge No. 764
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
HEAD OFFICE: 7980 RIVER ROAD, RICHMOND, B.C. V6X 1X7
TEL: (604) 273-9668 FAX: (604) 273-9670

May 24, 2016

Fred Hospes,
President and Directing General Chairman
IAMAW Transportation District Lodge 140
7980 River Road,
Richmond, BC V6X 1X7

Dear Bro. Hospes:

RE: 2015 Air Canada Pension Benefit Negotiations

As you are well aware I am extremely disappointed with both the lack of results that were achieved and the process that was used with respect to negotiating Pension Benefit improvements for IAMAW Members and Retirees during the recently completed round of Collective Bargaining between Transportation District 140 and Air Canada.

The September 2, 2015 *Intent to Bargain* MOA between Air Canada and Transportation District 140 clearly laid out at Item 2 that ***"Pension issues will be addressed by the appropriate representatives of each party."*** This Clause of the MOA was never followed. Pension issues were dealt with strictly as an afterthought to the main table discussions of the Negotiations Committee.

All Pension issues were supposed to be dealt with in a separate process of Direct Bargaining between representatives of the Air Canada Pension Department, Labour Relations and the IAMAW Pension Committee as had been done with great success in 2011. This agreed to process was not followed in any way, shape or form during the 2015 round of Collective Bargaining unless you count two conference calls to the Pension Director, which lasted less than 80 minutes in total, to discuss Pension proposal concepts as direct and meaningful Bargaining.

Pensions are a topic that requires specialized knowledge of Pension regulations, Pension Plan funding and actuarial costing on both sides of the Bargaining table in order to facilitate any kind of meaningful discussions and negotiations. Without all of those key players on both sides of the Negotiations table you are doomed to failure. The fact that the IAMAW never insisted on dealing directly with the Air Canada Pension Department on Pension issues was the most significant causal factor in failing to achieve any of their Pension Benefit improvement proposals.

As the PDGC of Transportation District 140 you appointed me, in my capacity as Chair of the IAMAW Air Canada Pension Committee, to represent the IAMAW as part of the Pension Sub-Committee process contemplated in the above mentioned Item 2. It was expected that I would work in conjunction with the IAMAW legal counsel and Pension actuaries to deal directly with the Air Canada Pension Department, their appointed Labour Relations representatives and Pension Plan actuaries on all proposals relating to the negotiation of Pension Benefit improvements during this round of Collective Bargaining.

.../2

While I have shared my thoughts openly and frankly with a number of interested and affected Members who have contacted me directly during the last five months to complain about the complete lack of Pension Benefit improvements in this round of Collective Bargaining, I have not widely shared my thoughts or opinions on this subject with the Membership at large.

However I am being made increasingly aware of instances at various Local Lodges across the country where IAMAW Members are still asking their Local Negotiations Committee representatives questions about why no Pension Benefit improvements were negotiated during this round of Collective Bargaining and are being told by those Negotiations Committee representatives that they do not know anything about any Pension issues because "*Chris Hiscock dealt with Pensions.*"

You and I both know that is not a true statement and that I was not involved in any Negotiation meetings where anything that even remotely resembled actual Bargaining took place between the IAMAW and Air Canada with respect to any Pension Benefit proposals. My only involvement in the Pension Negotiation process was to table and briefly explain the eight (8) IAMAW Pension proposals to the Company.

The only items that were agreed to by the Company out of this entire round of Negotiations were the administrative issues that the IAMAW Pension Committee had already pre-Negotiated with the Air Canada Pension Department prior to the commencement of Collective Bargaining. In fact, some of these agreed to administrative changes dated as far back as the fall of 2014 and simply had been waiting to have the new language inserted into the Collective Agreement and 2012 Pension MOA when they were opened for Bargaining in 2016.

At the end of the day we achieved absolutely nothing related to the IAMAW Pension Plan as a result of the 2015 Collective Bargaining process except the inclusion of these five (5) pre-Negotiated administrative changes into the new Collective Agreement and revised 2012 Pension MOA.

We got absolutely zero on Pension Benefit improvements and we did not even negotiate a commitment from Air Canada to consider any Pension Benefit improvements at either of the two CBA reopeners with one minor exception. I was told by Members of the Negotiations Committee, after the Tentative Agreement was finalized, that the Mediator forced Air Canada to agree to allow the IAMAW to revisit the issue of the \$82,000 maximum cap on AAC in the legacy DB Pension Plan at the first CBA re-opener in 2019. I was not present when that item was agreed to.

I tried to get the Company to agree to look at ad hoc indexing of Pensions in payment for all IAMAW Retirees in either the first or second CBA reopener. Such a commitment would have been tied to a minimum solvency funding level of 110% or 115% for example. I was flexible on the actual minimum surplus funding value that would trigger the IAMAW's ability to put ad hoc Pension indexing on the negotiating agenda in either one of the two CBA reopeners but we never even had anything resembling a serious conversation about that proposal let alone Negotiations. Air Canada said "*No*" and the IAMAW accepted that answer. The Company did not readily agree to a future reopener so case closed.

My major disappointment and the most negatively impactful of the rejected pension benefit improvements was the proposal on LOU 22; the \$82,000 maximum cap on AAC. This issue has a real and quantifiable immediate negative impact on almost 1,200 IAM & AW members. In fact it began to negatively impact their final pension benefit based upon their regular working hour wages in 2014. By the end of this new ten (10) year collective agreement in 2026, a member who retires with the maximum \$82,000 AAC and 35 years of allowable service will receive an annual pension that is approximately \$1,700 per year less than a member who retires in 2016 with the exact same AAC and allowable service.

With the negotiated 2% annual wage increases, by the end of the CBA in 2026 these 1,200 Members will be earning between \$20,000 and \$25,000 annually (depending on the number of aircraft endorsements they have) that will be excluded entirely from the calculation of their final Pension Benefit. That amount is based solely upon working their regular 2,080 contractually obligated hours per year as full-time employees and is exclusive of any overtime whatsoever.

That represents as much as 25% of their total annual income, exclusive of overtime, on which they will be prevented from contributing to the Pension Plan or earning any Pension Benefit of any kind. They will also be faced with an increase in their income tax payable on those earnings because they will not be able to make or claim any tax-deductible Pension contributions on those earnings.

In my opinion that is a very significant problem that impacts on the retirement security of these 1,200 Members and many of them are not even aware of that fact yet. But more and more of them are starting to understand the irreparable harm that this Bargaining oversight has now caused to their Pension Benefit. That is going to prove to be very problematic for the IAMAW as an organization going forward.

This group of approximately 1,200 IAMAW Members are the only group of employees in any Bargaining Unit anywhere, within Air Canada, who are prohibited from contributing to and earning a full Pension Benefit on 100% of their wages earned from working their contractually obligated and regularly scheduled 2,080 hours per year; exclusive of overtime. These 1,200 affected Members and only these 1,200 affected Members are prevented from increasing their Pension Benefit proportional to the wage increases that were negotiated for the entire ten (10) year term of this current Collective Agreement.

How can that possibly be considered as acceptable to anyone? How is it possible that the Negotiations Committee felt that it was perfectly acceptable for one group of IAMAW Members to be excluded from benefiting from the full value of their negotiated wage increases upon their retirement as well as during their working career simply because they happen to earn more money annually than some other Members within the Bargaining Unit can earn?

If Air Canada had proposed that the full value of the negotiated wage increases for **all** IAMAW Members in the Bargaining Unit would not be included in the calculation of their final Pension Benefit and that the Company wanted to effectively introduce a sliding scale whereby a smaller and smaller percentage of the final annual wages of **every** IAMAW Member would be used to calculate their Pension Benefit at exactly the same dollar value regardless of how much money they earned would that have been acceptable to the Negotiations Committee? Would the Negotiations Committee have dismissed this issue so easily if it had affected every IAMAW Member and not just one select group?

I am sure that Members of the Negotiations Committee will take great exception to me asking these questions but I think that they are fair questions to ask and to have answered. I know that as more of our Members learn exactly what the limitation of the \$82,000 maximum cap on AAC means to their final Pension Benefit by the time this ten (10) year Collective Agreement expires in 2026 an increasing number of them will be taking great exception to having their Pension Benefit capped at an ever decreasing percentage of their wages

And as to the Pension Negotiations process, where do I start?

As soon as the *Intent to Bargain* MOA was reached between the IAMAW and Air Canada on September 2, 2015, I had discussions with the Transportation District 140 representatives who were signatories to that deal. I stated that it was my opinion that all Pension issues needed to be dealt with at a separate Pension

Sub-Committee table away from the main negotiations table exactly as we had done in 2011. That would allow each of the three IAMAW Sub-Committees to concentrate on their respective proposals.

In a statement of the obvious, Pension proposals should be negotiated between individuals who understand Pension rules and regulations just like Health and Safety proposals should be negotiated between individuals who understand Health and Safety rules and regulations. That intent was in fact captured in the September 2, 2015 *Intent to Bargain* MOA but a Pension Sub-Committee negotiations process was never implemented or followed at any time during this entire round of Collective Bargaining.

When the *Intent to Bargain* MOA was signed I also advised Transportation District 140 representatives that we needed to schedule Pension Sub-Committee meetings with the Air Canada Pension Department as soon as possible to start to run through the IAMAW Pension proposals and give both parties time to work through the costing numbers and involve our actuaries as necessary.

What the IAMAW was proposing for Pension Benefit improvements was actuarially complex and both sides would need time to properly cost out the proposals in order to enter into a factually informed and meaningful Negotiations process on those proposals. This was the process that was followed in 2011 when the IAMAW successfully negotiated all of its Pension proposals.

We were doomed to failure unless time was allocated to properly cost and counter the Company's expected opposition to our Pension Benefit proposals. I knew that Air Canada would simply say "No" if we were not able to work through the costing numbers with them. (Note: As a comparison the 2011 Pension Sub-Committee process was conducted over a period of six months but was successfully concluded start to finish in just eight face-to-face Bargaining meetings between the IAMAW and the Air Canada Pension Department in that time period while the main table CBA Negotiations took 15 months to conclude.)

The Pension Sub-Committee meetings needed to happen sooner rather than later because I was going to be on vacation from September 30 to October 11, 2015. Our Pension lawyer was also scheduled to be on vacation and out of the country from October 2 to 19, 2015. No arrangements were ever made for the Pension Sub-Committee to meet and start Negotiations with the Air Canada Pension Department on any of the IAMAW Pension Benefit proposals.

The IAMAW Negotiations Committee met with Air Canada in YYZ starting on September 21, 2015 with a deadline to conclude Negotiations no later than October 16, 2015. I was not involved in any discussions with respect to any Pension issues until I got a phone call on Wednesday, October 7, 2015 while I was on vacation in YXC. I was asked by the Customer Service Sub-Committee Chair if I could be in YYZ on Monday, October 12, 2015 to talk to Air Canada about the IAMAW Pension proposals. I made the appropriate arrangements and traveled to YYZ on Sunday, October 11, 2015.

I did not meet with any Air Canada representatives or talk about any Pension issues with the Company until 19:30 on Tuesday, October 13, 2015. At that time there were only three days remaining prior to the deadline for the completion of Negotiations. I was brought into a meeting with an Air Canada Labour Relations representative and talked to him for 18 minutes. I gave him a verbal list and brief explanation of the eight (8) Pension proposals that the IAMAW wanted to discuss. His only response was that Air Canada was not interested in making any changes to the Pension Plan and he left the meeting.

On Wednesday, October 14, 2015 I met with Air Canada at 19:00 for 40 minutes. At this meeting I went back over the exact same eight (8) Pension proposals again, this time with two Air Canada Labour Relations

representatives. I also provided them with written copies of the eight (8) draft Pension proposal documents that I had prepared.

They told me that Air Canada was not really interested in negotiating any Pension improvements with the IAMAW because they had not made any Pension improvements with any of the other Unions. (Note: This was untrue. As part of their September 2014 Collective Agreement MOA Air Canada and ACPA agreed to Pension improvements for the pilot group. Specifically they raised the maximum possible dollar value of the pilots' final Pension Benefit by an aggregate of 17.2% between 2017 and the expiration of the ACPA Collective Agreement in 2024. They also agreed to increase Air Canada's contributions to ACPA's DC Pension Plan.)

The two Air Canada Labour Relations representatives further told me that they did not really understand a lot of what I was talking about because they did not understand Pensions and that I would need to talk to the Air Canada Pension Director about the details of the IAMAW Pension proposals.

On the morning of Thursday, October 15, 2015 I talked to the Air Canada Pension Director (who was in YUL) via telephone and went through the same eight (8) IAMAW Pension proposals again. We did not spend much time on the first five (5) proposals because of course we had already held discussions and had reached agreements on all five (5) of them at various times during the previous year. We focused our discussion on the MEPP employer contribution increase, the \$82,000 AAC maximum cap increase and ad hoc indexing of Pensions in payment. This call was very productive and we both had a clear understanding of the issues surrounding the IAMAW proposals. The call lasted 50 minutes.

The Pension Director then had to talk to Labour Relations after our teleconference to explain the Pension Department's views on what she and I had discussed in relation to the IAMAW's Pension Benefit proposals. She committed to call them later that day after she had a chance to speak with the Pension Plan actuaries concerning the costing of the IAMAW Pension Benefit improvements that had been proposed.

Note: The Pension Director had asked for a week to review the costing of the IAMAW proposals but I had to ask her to do her costing that day and then ask her to call Labour Relations no later than that evening because the deadline to reach a Tentative Agreement was the following day. It has to be understood that if you present an actuary with the Pension Benefit proposals that the IAMAW tabled to Air Canada and only give them four hours to provide a costing breakdown, their only answer will be "*expensive*". I did not meet with anyone else from the IAMAW Negotiations Committee or Air Canada on October 15, 2015.

On Friday, October 16, 2015 I met with an Air Canada Labour Relations representative for 10 minutes at 12:35. At this meeting he told the IAMAW that Air Canada would only agree to the five (5) administrative Pension proposals that had already been pre-Negotiated between the IAMAW Pension Committee and the Air Canada Pension Department and that Air Canada would not agree to consider any Pension Benefit improvements.

I did not enter into any further discussions with him on the issue because it was the Negotiations Committee's expectation that a Tentative Agreement would not be reached before the MOA expiration deadline later that day. The main table Collective Agreement negotiations were halted early on Saturday, October 17, 2015 with no Agreement having been reached between the parties.

On November 30, 2015 I committed to go to YUL from December 14 to 16, 2015, at your request, to deal with questions concerning the MEPP for the IAMAW Members at AJ Walters who were being subjected to a potential raid. They wanted to have a number of questions and concerns addressed with respect to their

MEPP contribution and benefit levels.

The next day, on December 1, 2015 the IAMAW and Air Canada agreed to reconvene Collective Bargaining in YVR commencing on Monday, December 14th inclusive to Friday, December 18, 2015.

Less than an hour after I arrived in YUL on Monday, December 14th I received a phone call from you asking if I could be on a conference call with Air Canada and some Members of the IAMAW Negotiations Committee (who were now all in YVR) at 12:00 EDT on Tuesday, December 15, 2015.

On Tuesday at 12:00 EDT I did a 30 minute conference call (on which you were a participant) and explained the exact same eight (8) Pension proposals all over again for a third Air Canada Labour Relations representative. His response to the IAMAW was that Air Canada was OK with the same five (5) administrative Pension proposals that they had agreed to on October 16th but that I would need to talk to the Air Canada Pension Director again about the other three (3) proposals that involved Pension Benefit improvements.

I talked to the Air Canada Pension Director via telephone again on Wednesday, December 16, 2015. I was in YUL but she was working from home on that day so I could not even arrange to meet her in her office. It really did not matter because we had essentially the same conversation that we had on October 15th.

During this call we went into more detail about setting a minimum Pension Plan solvency funding ratio that could be used as a threshold to trigger Negotiations on ad hoc Pension indexing at one of the future CBA reopeners if the IAMAW signed a long term deal. We also had more detailed discussion on the LOU 22, \$82,000 AAC maximum cap and its negative impact on 1,200 IAMAW Members.

LOU 22 had become my main focus by then as the single legacy DB Pension Plan benefit improvement that I thought we could realistically negotiate an immediate agreement on. Ad hoc Pension indexing would not be possible concurrent with a 2015 CBA because of the cost but it needed to be included in one of the two CBA reopeners. It was not an issue that could be pushed off for 10 more years. This call lasted less than 30 minutes. I flew home to YVR that night.

At 11:20 PDT on Thursday, December 17, 2015 I got a call from the Chair of the Negotiations Committee asking if I could be at the Sheraton Hotel in Richmond by 12:00. I told him that my DeLorean was in the shop and I could not physically get there before 13:00. I was told to get there as soon as I could, because the Company was waiting to meet with me. When I arrived at 12:50 everyone was going to lunch and I was told that we would meet at 14:30.

At 16:30 all of the Air Canada representatives and the entire IAMAW Negotiations Committee met as a group and the Company told the Negotiations Committee that Air Canada would agree to two issues related to the main Bargaining table in favour of the IAMAW. Air Canada then stated that they would not agree to any changes to Pension Benefits. Not for the MEPP. Not for the legacy DB Pension Plan. This meeting lasted less than 30 minutes.

During this meeting Air Canada verbally stated that they would agree to discuss improvements to the MEPP at the first Collective Agreement reopener in 3 years. They further stated that nothing would be done with respect to Benefit improvements of any kind for the legacy DB Pension Plan for the entire ten (10) year term of the new Collective Agreement.

I had not had any conversation or discussion with any representatives from Air Canada about any Pension

proposals since I had talked to them and the Negotiations Committee Members via teleconference from YUL on Tuesday and the Pension Director on Wednesday morning.

I had an in-house meeting with the full IAMAW Negotiations Committee immediately after the Company representatives left the room and I tried to explain to the Committee what was at stake for 1,200 of our Members if we could not get any movement on the \$82,000 AAC maximum cap. I also told them that I could live with the MEPP improvements being dealt with in 3 years at the first CBA reopener because we were looking at a 30-35 year time horizon for the first of those Members to be coming up to retirement. That proposal could wait if it had to but the \$82,000 AAC maximum cap was an immediate issue for hundreds of our Members who will be retiring in the next 6 years with Pensions that will be increasingly reduced in value comparable to their regular hourly annual wages.

Because the AAC is calculated over a 36 consecutive month period, even if it is increased at some point in 2019 any Member who retired before the 36 month anniversary of the effective date of the increase in 2022 would end up with a reduced Pension Benefit relative to the full value their regular hour wages. Members retiring before 2019 will be limited to the existing \$82,000 limit and Members retiring between 2019 and 2022 will be limited to a value somewhere between \$82,000 and whatever new maximum AAC limit that the IAMAW **may possibly** be able to negotiate in 2019.

It was quickly apparent to me, from a number of comments that were made around the table, that the Negotiations Committee was now focused on the two main table issues that the Company had just conceded to them and that there was very little appetite by the majority of the Committee to pursue any further attempts to negotiate Pension Benefit increases. It simply did not affect them.

After the in-house meeting with the Negotiations Committee concluded at 18:10 I asked the Committee Chair if Pensions would be discussed any more that night because I was scheduled to work at 06:00 the next morning and I had no desire to sit around in the hotel lobby all night (like I had done in YYZ in October) just to be told to go home because we would not be discussing Pension issues.

I told the Committee Chair that I could be back at the hotel in 40 minutes if things changed and they needed me for any further Pension discussions or Negotiations and I left. The Committee Chair phoned me 30 minutes later while I was still driving home to ask if I could be on a conference call with the Company in 5 minutes to discuss the Pension Benefit proposals again.

After three more phone calls from the Committee Chair bumping the conference call time back, I finally did a conference call with two Air Canada Labour Relations representatives and some Members of the IAMAW Negotiations Committee at 21:30. The sole topic of discussion was the \$82,000 AAC maximum cap. The IAMAW was told that while the Company agreed with the fundamental unfairness of the situation, they would not agree to assume any additional actuarial costs to the Pension Plan.

The dollar values that they provided to the IAMAW during that conference call as to the actuarial cost of increasing the maximum AAC cap were astronomical and in my opinion intentionally inflated, but I had no time or ability to have the IAMAW actuaries either verify or refute their actuarial cost claims. I am sure that I know what misleading assumptions their actuaries were using to provide these extremely high costing values but these Air Canada Labour Relations representatives were not the people that I could have that discussion with. That discussion needed to take place with the Pension Department and the actuaries. This conference call lasted 40 minutes and ended with no agreement.

After the conference call ended and I was re-running the meeting in my mind I thought of an idea for two

alternative proposals that could work around their actuarial costing concerns on increasing the LOU 22 AAC limit. The problem was that I was not sure if they would comply with the *PBSA* and the *ITA* regulations or not. After doing a little research on my own I sent emails to the IAMAW Pension lawyer and to another legal and actuarial source asking if the two ideas that I was considering would be permitted under the *PBSA* and *ITA* regulations.

I sent the emails at 01:30 PDT and the recipients were in YYZ so I expected to have their answers in a few hours. When I opened my email at 06:00 on Friday, December 18, 2015 I had replies from both parties.

Both answers confirmed that yes; both ideas that I was considering were in compliance with the *PBSA* and the *ITA* and would be legally compliant if the IAMAW could get Air Canada to agree to implement either of those proposals.

I sent a text to the Chairman of the Negotiations Committee at 06:15 telling him that I had two alternative proposals on the \$82,000 AAC maximum cap issue and I asked him to schedule a meeting for me with the Company at any time that day. I was working at the airport in YVR and I could be at the hotel with 15 minutes notice.

I got a reply back a short time later stating that the Negotiations Committee had finalized an agreement on all Pension issues at 03:00 that morning. They had agreed to finalize the five (5) administrative Pension proposals that had previously been agreed to. I was subsequently told by a Member of the Negotiations Committee (after the Tentative Agreement had been finalized) that Air Canada refused to agree to any Pension Benefit improvements but the Mediator had gotten the Company to agree to let the IAMAW revisit the \$82,000 AAC maximum cap issue at the first CBA reopener in 2019.

There was nothing else left for me to discuss. All Pension issues were now considered closed. Air Canada and the IAMAW Negotiations Committee finalized and signed a tentative ten (10) year Collective Agreement later that afternoon.

During the entire 13 week negotiations process I did not attend a single meeting with Air Canada (except the two telephone calls that I had with the Pension Director) that was not also attended by at least two of the Negotiations Committee Chair, the Customer Service Sub-committee Chair, the Tech Ops Sub-Committee Chair or you. In most of the meetings that I attended to discuss Pension proposals at least three if not all four of these individuals were in attendance. The four of you were completely aware of every Pension proposal that was tabled or discussed and the outcome of every meeting that I had with representatives from Air Canada.

During the entire 2015 Collective Bargaining process between September 2 and December 17, 2015 I had three face-to-face meetings with Air Canada that totaled 68 minutes. In that same time I had four conference calls; two with the Pension Director totaling 80 minutes and two with Air Canada Labour Relations representatives that totaled 70 minutes. That was the total extent of my involvement in any discussions or Negotiations with respect to any Pension issues with Air Canada. Everything else was handled by the Negotiations Committee.

When the Negotiations Committee met in YVR for their pre-Negotiations training during the week of September 13 to 18, 2015 I was asked to explain the IAMAW Pension proposals to the full Negotiations Committee which I did. I was not asked to update the full Committee or to make any further explanations of any Pension proposals or Company responses to the full Committee at any time during the ensuing 13 weeks that it took to negotiate the Tentative Collective Agreement except for that one hour meeting on

December 17, 2015 when I tried to explain the importance of negotiating an increase to the \$82,000 AAC maximum cap.

I do not know what type of communication structure existed within the Negotiations Committee but you and the Chair of the Negotiations Committee and the two Sub-Committee Chairs knew exactly what had been discussed and agreed to with respect to the eight (8) Pension proposals that were tabled to Air Canada. I do not know why this information was not communicated to the full Negotiations Committee.

Based upon the near simultaneous Ratification timetable (January 14 to 22, 2016) that was established by the Negotiations Committee for all eighteen (18) bases across the system, it was obviously expected that the Negotiations Committee representatives would conduct all of the Ratification Meetings at their own respective bases and that they would be expected to explain all aspects of the Tentative Agreement, including Pension issues, to their Members.

At no time was I asked to provide any Pension information either verbally or in written documents to the Negotiations Committee Members or directly to the Membership to explain what had occurred during Negotiations. I do not know why the Negotiations Committee Chair and the two Sub-Committee Chairs did not brief their Committee Members on the Pension information that they had all been party to and signed off on.

Somebody from the Negotiations Committee negotiated and agreed to accept the final Pension Benefit proposal agreement on December 18, 2015 so they must have had that information to share with the rest of the Committee. They certainly had more information on that Agreement than I did because I was not present when the Negotiations Committee agreed to finalize all Pension issues.

The five (5) administrative Pension proposals that had been agreed to by Air Canada were included with the signed ratification documents that were very reluctantly provided to IAMAW Members by the Negotiations Committee. Documents pertaining to the agreements to allow the MEPP and LOU 22 to be revisited at the first CBA reopener in 2019 were not included with the information that was provided to Members.

When I repeatedly enquired with the LL764 Negotiations Committee representatives about the total lack of information that was being provided to our Members ahead of the Ratification vote I was told that no detailed contract language documents would be provided to IAMAW Members prior to Ratification.

Local Lodge 764 was not provided with any signed Ratification documents to distribute to our Members until late on Friday, January 15, 2016 (just three (3) business days before the LL764 Ratification Vote) after you and I had a very heated discussion on that topic and the subject of this letter; which brings me to the reason for this very long and detailed letter.

The Members of Transportation District 140 who are employed by Air Canada are entitled to have all of their questions answered about why no Pension Benefit improvements were negotiated for the term of the 2016 - 2026 Collective Agreement. They were especially entitled to have received that information prior to being asked to ratify this Collective Agreement, but they did not.

For all of those Members who are still being told by Members of the Negotiations Committee that "*Chris Hiscock dealt with Pensions*", this letter is my detailed explanation of exactly what was and was not dealt with concerning the IAMAW's Pension proposals by me during this last round of Collective Bargaining. I cannot explain why the Negotiations Committee could not or would not share all of the pertinent Pension proposal and Bargaining information with their Members during the Ratification process and even now, five months after it has been completed.

I will reiterate to you and to everyone copied on this letter what I have stated before. The fact that the IAMAW agreed to this ten (10) year Collective Agreement without insisting upon the inclusion of 100% of the wages earned for all 2,080 regularly scheduled working hours in the calculation of the final Pension Benefit for 18.6% (1,200 of 6,440) of the Members who work under this Collective Agreement is going to prove to be very problematic for this organization in the coming months and years.

This is a group of Members who have already expressed deep frustration and concern with the Air Canada Negotiations process because they felt that their concerns and issues were not being fully represented at the Negotiations table by Transportation District 140. They have been proven correct.

It is my opinion that this group of Members is going to become more disenfranchised from the IAMAW and more disenchanted with their lack of voice and representation within this organization as more of them start to fully understand the magnitude of the irreparable harm that has been done to their retirement security. I further believe that if the IAMAW continues to marginalize these Members and their legitimate Collective Agreement and representational concerns because they comprise a minority of the Bargaining Unit, it does so at its peril.

Would the outcome have been any different if the Pension Sub-Committee process had actually been implemented in accordance with the *Intent to Bargain* MOA? I do not know but I sure as hell would have liked to have had the chance to find out. I would have liked to have gotten the bat off of their shoulder in the on-deck circle and given the Sub-Committee their three swings at the plate with the game on the line. The result could not have been any worse.

If given the required time and face-to-face meetings with the Air Canada Pension Department the Pension Sub-Committee could have involved our actuaries and had the opportunity to refute the Company's costing numbers. The Sub-Committee would have also had the opportunity to negotiate alternative and acceptable proposals on Pension Benefit improvements with Company representatives who fully understood exactly what was being discussed.

It is my opinion that the IAMAW did not achieve any Pension Benefit improvements for either our active Members or our Retirees in the 2016 - 2026 Collective Agreement because there was simply a lack of will and commitment to negotiate any of those things. Air Canada told the IAMAW "No" to any Pension Benefit improvements and the IAMAW was content to accept that answer and sign a ten (10) year Collective Agreement that will irreparably harm the Pension security of every single IAMAW Member who is either currently active or already retired from Air Canada for the rest of their lives, and the IAMAW did it without so much as a whimper.

This round of Negotiations was the final opportunity to ever negotiate any improvements to the legacy DB Pension Plan. At the next round of Negotiations, when this Collective Agreement expires in 2026, the majority of the active IAMAW Members will be participants in the MEPP plan. Any political capital that is expended at the Negotiations table in that or any subsequent rounds of Negotiations on Pension improvements will be squarely focused on improvements to the MEPP, as they should be. It is my opinion that the door has now been closed forever to any future benefit improvements in the legacy DB Pension Plan.

So as all of our currently active Members of the legacy DB Plan who will eventually retire and all of our current Retirees live out their lives in retirement wondering why the purchasing power of their non-indexed fixed income Pension is dwindling year over year, they can think back to the IAMAW's failure to secure a contract reopener on ad hoc Pension indexing during the 2015 round of Collective Bargaining.

I have copied the Canadian GVP, the Transportation District 140 Executive Board and the Air Canada Local Lodge Presidents on this letter so that they all have a clear understanding of my opinion as to why the IAMAW did not successfully negotiate any Pension Benefit improvements in the 2015 round of Collective Bargaining.

All of these people should also be aware of the increasing discontent that is festering within the Technical Operations and Logistics and Supply component of this Bargaining Unit. It is an issue that everyone who is copied on this letter will have to deal with at some point in the not too distant future.

This is not written as an open letter to the Membership but this information can be freely distributed by anyone who is copied on it to any of their Members who ask a question but cannot get a clear answer from their Negotiations Committee representatives about any Pension issues relating to the 2016 - 2026 Collective Agreement. This is information that they all should have been given by either the Negotiations Committee Chairs or the two sub-Committee Chairs or failing that, by you prior to them being asked to ratify this Agreement in January 2016.

Respectfully but regretfully,



Christopher Hiscock, Chairman
IAMAW Air Canada Pension Committee
President, Local Lodge 764
Vice-President, Transportation District 140

c - Stan Pickthall, GVP Canada
Transportation District 140 Executive Board Members
Rob Ronyck, President Local Lodge 714
Andrew MacFarlane, President Local Lodge 1763

CH\jmm

TAB 40

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the **Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit** apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations.

As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
S. DATE	1	2323		18/09/17
W. Pickthall	1	2323		18/09/17
ALAN VILLIERS	1	2323		27/9/2018
JEFF CRAWFORD	1	2323		27/09/2018
SUTHA KATANDAN	38	2323		27/09/2018
Crystal Kwan	38	2323		27/07/2018
Thomas Tungs	38	2323		27/09/2018
James T. Allen	01	2323		2018-09-27
MIKE Tuck	01	2323		2018-09-27
Fernando SANCHEZ	01	2323		2018/09/28
VLADIMIR ROMANOV	38	2323		2018/09/28
Richard Barnstorf	01	2323		2018/09/28
DAVID GATNER	01	2323		2018/09/28
Edward IGNATOV	38	2323		2018/09/28
SHAUN TAYLOR	01	2323		2018/09/28
ERROL ALEX	01	2323		28/09/18
KERRY LAU	01	2323		28/09/18
Keith McNeish	01	2323		28/09/18
Rabab Mahmud	01	2323		28/09/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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Name (print)	Category	L.L.#	Signature	Date
JOSHUA HERBERT	01	2323	[Signature]	2018/09/28
CALVIN BISSON	01	2323	[Signature]	2018/09/28
WING CHEUNG NGAI	01	2323	[Signature]	2018/09/28
Donald Bowyer	01	2323	[Signature]	2018/09/28
GREG NEWBOWS	13	2323	[Signature]	2018/09/28
BRIAN MACKAY	01	2323	[Signature]	2018/09/28
CHRIS ERNST	01	2323	[Signature]	28 SEP 2018
ANASTASSIOS MILIARESSIS	01	2323	[Signature]	28 SEP 2018
David Wilshire	23	2323	[Signature]	28 Sept 18
John Mc	23	2323	[Signature]	28/SEP/18
DORINGO PUMBA	24	2323	[Signature]	28/SEP/18
Lawrence Delvrede	23	2323	[Signature]	28/9/18
John Apreda	23	02323	[Signature]	28/9/18
FRANCIS PEREIRA	23	2323	[Signature]	28/9/18
KEMCHAND RAMDASS	23	2323	[Signature]	28/09/18
J RAYBURN	23	2323	[Signature]	28/09/18
MARK SPIERS	38	2323	[Signature]	28/09/18
Ryan Dilleburgh	38	2323	[Signature]	28-09-18
JOHN ROBERT O'NEILL	38	2323	[Signature]	28 09 18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
DAWNAWAND SARENDRAVAULTI	CATOI AME	2323		26th/09/2018
MUHAMMAD RIZWAN Binatti	CATOI AME	2323		26/09/2018
David Lindahl	a+38 AME	2323		26/09/2018
Pavel Bracho	01	2323		2018/09/26
Seokwon Lim	38	2323		2018/09/26
SIMON HIGGINS	01	2323		26 SEP 2018
SIDHANT SHARMA	01 AME	2323		26 SEP 2018
GRAENE MCDONALD	CATOI AME	2323		26 SEP 2018
JAMIE REEVES	01	2323		26 SEP 2018
TERRANCE CROCKER	01	2323		26 SEP 2018
Nilaxsan Selvaratnam	01	2323		26 Sept 2018
Bill Crocker	01	2323		26 SEPT 2018
Selbourne Harris	01	2323		26 SEPT 2018
JEREMY ELLIS	38	2323		26 SEPT 2018
Haseeb Pashe	01	2323		26 Sept/2018
DEXTER CASTRO	01	2323		26 SEPT/2018
ANDREW DAVIDSON	01	2323		26 SEPT 2018
SERGIY KARPENKO	38	2323		26 SEP 2018
JAYPEE PIND	01	2323		17

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Alessandro Pamele	23 23	2323		Oct 5/18
Timothy Young	14	2323		Oct 5/18
Hicham Pamele	24	2323		Oct 5/18
Zheng Lu	23	2323		Oct 5/18
Carlo Sanita	23	2323		Oct 5/18
JAMES AMARAL	24	2323		OCT 5/18
ADRIAN SASI	23	2323		OCT 5/18
Francisco Maciel	01	2323		Oct 6/18
Joe Lundy	01	2323		Oct 7/18
CARL TURMAN	38	2323		Oct 7/18
Theva Divyamani	01	2323		Oct .07.18
MICHAEL SEKOLAKIS	38	2323		OCT 8, 18
KATHANIEL DACOSTA	01	2323		8 OCT 2018
A. RUEL	38	2323		8 OCT 2018
Yunus Rana	24	2323		Oct 8
EMILIAN KONDRACKI	38	2323		OCT 8, 2018
Milo Adale	24	2323		Oct 9, 2018
Eric Merwart	24	2323		Oct 9 2018
Josh Bayko	30	2323		Oct 9 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
GLENN ALFARADO	30	2323	G. Alfaro	Oct 1 2018
T. SIRIGOBIN	24	2323	T. Sirigobin	OCT 1st 2018
Adam Correia	23	2323	Adam	Oct 1 2018
Jim Gussner	23	2323	Jim Gussner	OCT 1 2018
Josh Astley	23	2323	Josh Astley	Oct 1 2018
Mundip Benepol	23	2323	Mundip Benepol	OCT 1, 2018
Arnel Sasi	23	2323	Arnel Sasi	10/01/2018
VIRGEL PERALTA	23	2323	Virgel Peralta	10/01/18.
Geovani Melo Y. Marques	23	2323	Geovani	10-01-18.
Dominico Alessandri	23.	2323.	Dominico	10/01/18.
RON RICHARDSON	23	2323	Ron Richardson	10/01/18
ANDREW HENDRICKS	23	2323	Andrew Hendricks	10/01/18
PAUL HANNA	23	2323	Paul Hanna	OCT/01/2018.
PETER MITCHELL	23	2323	Peter Mitchell	OCT/01/2018
GARY DALY	23	2323	Gary Daly	OCT 01 2018
Robert Szadranowski	23	2323	Robert Szadranowski	OCT 1st/2018
CARL ROULSTON	10	2323	Carl Roulston	OCT 1st 2018
Joseph [Signature]	23L	2323	JT. Goodhead	OCT-1-2018
Chris Miljkovic	24	2323	Chris Miljkovic	OCT-9-2018

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Mrs Ginette Brazeau

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CIRB Chairperson

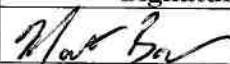
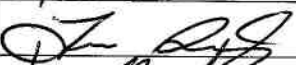



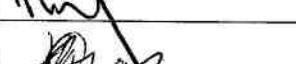
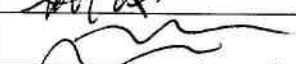

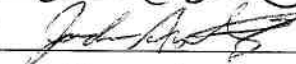








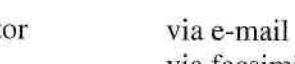

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Name (print)	Category	L.L.#	Signature	Date
Matt Bach	23	2323		10/6/18
James Singh	23	2323		10/6/18
Lincoln Clark	23	2323		10/6/18
MIKE ROCKE	30	2323		10/6/18
MICHAEL JAMES	23	2323		10/6/18
MIKE McNUST	23	2323		10-06-18
XAVIER DINE	23	2323		10-06-18
FERNANDO SUAREZ	27	2323		10/09/18
Giancarlo Bondi	27	2323		10/09/18
JORDAN ARMSTRONG	24	2323		10/09/18
MANOIR SINGH	27	2323		10/9/18
BRIAN HORSLEY	27	2323		10/09/18
JOHN BARRY	27	2323		10/10/18
Gennady Gitis	27	2323		10/10/18
MARC IRVINE	01	2323		10/10/18
DAN HUMAN	01	2323		10/09/18
GARY NOSEWORTHY	01	2323		10/09/18
DEAN UDAWATTE	01	2323		10/09/18
AFTAB SYED	01	2323		10-9-18

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Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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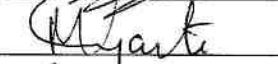



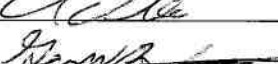











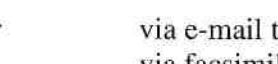
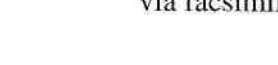
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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Mark Pozzobon	23	2323		Sept 30/2018
Mo Gujarati	23	2323		Sept 30/2019
Kendall Ramdass	23	2323		Sept 30/2019
Matt Walker	23	2323		Sept 30/2018
Paul Barbosa	23	2323		Sept 30/2018
Dave Dele	23	2323		Sept 30/2018
Gary Canosa	23	2323		Sept 30/2018
David Hoy	23	2323		Sept 30/2018
DAVID JUNEAU	23	2323		Oct 1/2018
Mario Passarelli	23	2323		Oct 1/2018
Ademola Ayinde	23	2323		Oct 1/2018
MATT KELLY	23	2323		Oct 1/2018
TREVOR KERWIN	23	2323		Oct 1/2018
ALAN MILES	23	2323		Oct 1/18
Daryl Balzan	23	2323		Oct 1/18
Chandrasekhar Naruthi	23	2323		Oct 1, 2018
Lloyd Fearon	23	2323		Oct 1 2018
PETER WIRSNER	23	2323		OCT 12018
STANLEY SEELOOMAN	14	2323		Oct 1/2018

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Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

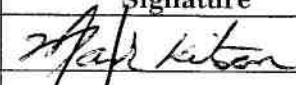
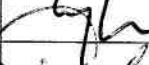
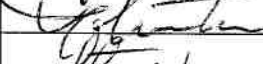
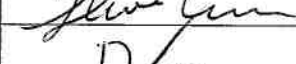

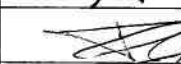

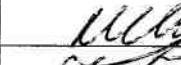









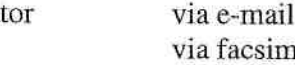

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Name (print)	Category	L.L.#	Signature	Date
Mark Kitson	01	2323		Oct 02/18
GARY LOOS	38	2323		Oct 02/18
DAVE JOHNSTONE	01	2323		Oct 02/18
Steve Lemon	38	2323		Oct 02/18
Damian Gracey	01	2323		Oct 02 2018
ALBERT HUI	38	2323		Oct. 02. 2018
F. SHAHARAST	01	2323		Oct. 02. 2018
P. ZAPACZKOWSKI	38	2323		Oct 02/18
MIKE KOMORACKI	38	2323		Oct 02/18
MILTON TROIANAKIS	01	2323		Oct 02/18
STACEY MICHALIDIS	Communicator	2323		Oct. 2. 18.
GONZALO INFANTE	01	2323		Oct 2/18
Bill Dickinson	01	2323		Oct 2/18
NATHAN PONNUSURAI	38	2323		Oct 2/18
MIKE LAVOY	01	2323		Oct. 2/18
BRUCE BETT	01	2323		Oct 2/18
GEORGE PANELLAS	01	2323		Oct 2 18
Adrienne Statweg	38	2323		Oct 2/18
SUBAS SELVANATHAN	38	2323		Oct 2/18

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CIRB Chairperson

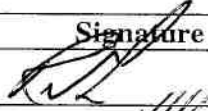
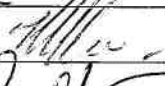
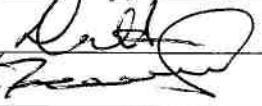




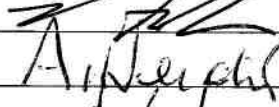
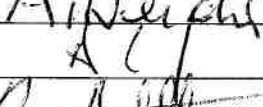
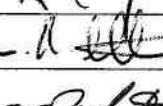
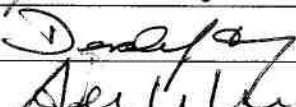


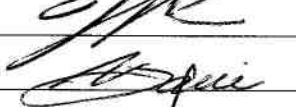



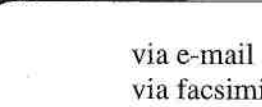
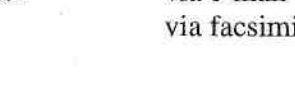
via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
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Name (print)	Category	L.L.#	Signature	Date
ROGER GOW	38	2323		OCT 2/18
M. AMMER	01	2323		OCT 2/18
LEMON DATTOU	38	2323		OCT 2/18
Xavier Fernandes	01	2323		OCT 2/2018
ANDREW COLLINS	01	2323		18/10/02
IGNACIO BOTERO	13	2323		18-10/02
GURVINDER B	13	2323		18/10/02
NATHAN GUDMERIDSON	38	2323		18 OCT 02
ARNOLD WEICHT	38	2323		18 OCT 02
ARON CORBY	38	2323		18 OCT 2018
MIKE CHRISTIE	01	2323		OCT 2, 2018
DEREK KING	38	2323		OCT 2/18
SALONI HANDA	38	2323		18/10/02
CHARLES BUERMANN	01	2323		OCT 02/18
JEFF ROSS	01	2323		18 10 02.
NATHAN LOUIE	38	2323		18/10/02
CLAUDIO SAUNDERS	38	2323		18/10/02
GRAYDON PALMER	38	2323		18/10/02
JEREMY SIMPSON	38	2323		18/10/02

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

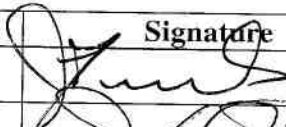











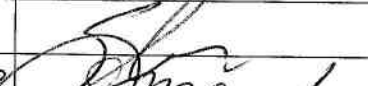




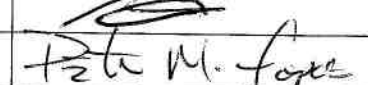
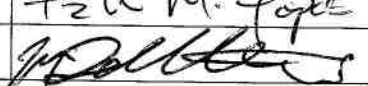
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By e-mail: spickthall@iamaw.org fhospes@iam140.ca

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
TYRONE FERNANDES	01	2323		SEPT. 30/18
MARTIN CHAN	01	2323		SEPT 30, 2018
SAHEND SINGH	24	2323		30/09/2018
ALEX GRUZ	24	2323		05/10/2018
Eugenio Tonini	23	2323		SEP 5 2018
Glenn Freitas	23	2323		2018/10/05
Kenneth Baur	23	2323		2018/10/05
Leonard L. Kellum	23	2323		2018/10/05
Erin Patrick	24	2323		2018/10/05
Blaise Gault	01	2323		05 OCT 18
Melvin McGowan	38	2323		05 OCT 18
Tom Kaya	23	2323		2018-10-05
JAY MARCH	01	2323		2018-10-05
Fred Ranelli	38	2323		05 Oct. 18
LORNE MCKAY	13	2323		05 OCT. 18
Ros DeRose	38	2323		05 OCT 18
Greg Rowits	25	2323		05 Oct/18
Peter M. Lopes	23	2323		05/10/18
Matt DiQuattro	23	2323		05/10/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

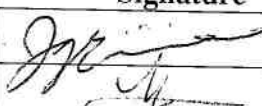
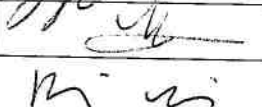
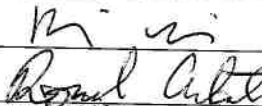






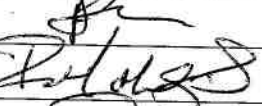
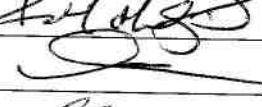




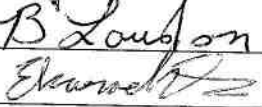
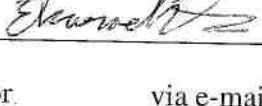
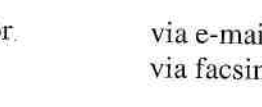
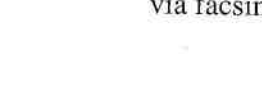
IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Jali Jaime	CAT 01	2323		09/26/2018
BYEONG CHAN KANG	CAT 01	2323		09/26/2018
KEVIN KIM	CAT 01	2323		09/26/2018
RONEL ADATO	CAT 01	2323		09/26/2018
QUINCE DHAMALIE	CAT 13	2323 2300		09/27/2018
Shavisa Vikosau	CAT 13	2323 9529		09/27/2018
Peter Krajewski	CAT 19	2323		09/27/2018
FIDE RAFANAN	CAT 19	2323		09/27/2018
FUNG POON	CAT 01	2323		09/27/2018
Shan Manojan	cat 19	2323		09/27/2018
R GREWAL	CAT 1	2323		09/27/2018
Phil Menezes	CAT 23	2323		09/28/2018
ANDY CHAN	CAT 19	2323		09/29/2018
Brando Consolante	CAT 19	2323		10/03/2018
WINSTON RAMBERSAD	CAT 19	2323		10/03/2018
Andrew White	cat 19	2323		10/03/2018
ELMER DURANGO	CAT 19	2323		10/03/2018
BARRY LOUDON	CAT 19	2323		10/03/18
Ekky T.	CAT 19	2323		10/03/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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Name (print)	Category	L.L.#	Signature	Date
CRISTOMO JACINTO	01	2323	CP Junc	11 OCT '18
Wendy McFaul	38	2323	W. McFaul	" "
NARBERT KUTARA	38	2323		11 OCT 18
Brad Litz	38	2323		11 OCT 18
Dave Whiteside	01	2323	Dave Whiteside	11 OCT 18
KEN DREVININKA	01	2323		11 OCT 18
Seaton Chanthaphonh	01	2323		11/10/18
SIMON HORNE	38	2323		11 OCT 18
STEPHEN ZACHARKE	01	2323		OCT 11/18
NORBERTO KUTARA	01	2323		OCT 11/2018
DELAN QUERUBIN	38	2323		OCT 11/2018
MIKE HANWAN	01	2323		12/10/18
JUEL A. CRUZ	01	2323		12 OCT 2018
ERIC TELFER	01	2323		2018/10/26
FREDERIC LUY	01	1751		18/10/26
Joel Rancourt	01	1251		18/10/26
CHRISTOPHER DESJARDIN	38	37012		18/10/26
MUNCHANG CHOI	38	2323		18/10/26
RAOUL PARATIAN	01	2323		18/10/26

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CIRB Chairperson

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Carlos Pradel	01	2323		11 OCT 18
Tim MUGASETH	13	2323		11 OCT 2018
Raweez SYED	01	2323		11 OCT 2018
HARON SHAH	01	2323		11 OCT 2018
JAN VAN DOORN	38	2323		11 OCT. 2018
S. Russo	38	2323		11 OCT 2018
DOUG EDWARDS	38	2323		11 OCT 2018
Charles Chin	01	2323		11 OCT 2018
CHRIS CLARK	13	2323		11 Oct 2018
CYRIL WANG	38	2323		11 Oct 2018
PATRICK ASEU	38	2323		11 OCT 2018
Amy Rhodes	38	2323		11 OCT 2018
CONRAD STEEVES	38	2323		11 OCT 2018
Gurpreet Sandhu	01	2323		11 OCT 2018
Michael Venerus	01	2323		11 OCT 2018
Patrick Kavanagh	38	2323		11 Oct 2018
JEFF VAN HALEN	04	2323		12 OCT 2018
Shawn Chand	13	2323		11 OCT 2018
RAJA HANIF	01	2323		11 Oct 2018

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Name (print)	Category	L.L.#	Signature	Date
Frank Parronco	STK	2323	[Signature]	2018/10/24
LAURENCE DAKOS	LEAD STOCKKEEPER	2323	[Signature]	2018/10/24
JEFF EVANS	STK	2327	[Signature]	2018/10/24
PETER SPINELLI	STK	2323	[Signature]	2018/10/24
C. SINCE	STK	2323	[Signature]	2018/10/24
Colby Kan	STK	2323	[Signature]	2018/10/24
ALDO MUNOZ	STK	2323	[Signature]	2018/10/24
Pick Hamilton	STK	2323	[Signature]	2018/10/24
Andrew Schwartz	STK	2323	[Signature]	2018/10/24
Alem Bajramovic	STK	2323	[Signature]	10/24/2018
JOSE BEAZA	STK	2323	[Signature]	2018-10-24
FARAJ ALIEV	STK	2323	[Signature]	2018/10/24
ANTONIO MATEOS	STK	2323	[Signature]	2018/10/24
Mohammed Hossain	stockkeeper	2323	[Signature]	OCT. 24/2018
MAH SUK	Stockkeeper	2323	[Signature]	oct 24/2018
Andrew Dimoski	Stockkeeper	2323	[Signature]	OCT. 24, 2018
		2323		
Aky Sebastian	STK	2323	[Signature]	oct 24/2018
Richard Harris	STK	2223	[Signature]	OCT. 24/2018

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Name (print)	Category	L.L.#	Signature	Date
Tony Klein	Stores	2323		Oct 25/2018
Grazyna Nawicki	Stores	2323		October 25/2018
CRISTOPHER CULANDINO	STORE	2323		
Naseer Qurbani	Stores	2323		Oct/25/2018
Paul Re	Stores	2323		Oct/25/2018
Michael McLough	Stores	2323		Oct/25/18
Dennis O'Donnell	Stores	2323		Oct 25/18
Charles Bays	Stores	2323		Oct. 25/18
ROMEO TAN	STK	2323		Oct. 25, 2018
JASON SEP	STK	2323		Oct 25, 2018
Eugene Bouch	STK	2323		Oct. 25 2018
Wojciech Wozniak	STK	2323		Oct 26-2018
R. Ludwig	LSTK	2323		Oct 26-2018
Michael Livara	STK	2323		Oct 26-2018
M SAAYMAN	LEAD	2323		Oct. 26-2018
KEN OKS	STK KPR	2323		Oct 26 2018
Bill Bixby	Movie STK	2323		Oct 26 2018
R. A. FORTIN	STK	2323		OCT 26/2018
MELVIN QUAN	STK	2323		OCT 26 2018
KEITH KWONG	STK	2323		OCT 26 2018
HENRIE SONT	LSTK	2323		OCT 26-2018

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CIRB Chairperson

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[illegible]

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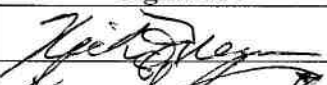




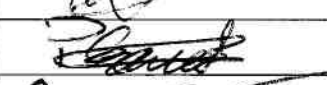
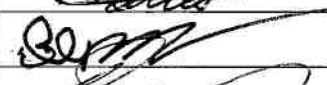
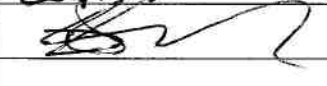

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Name (print)	Category	L.L.#	Signature	Date
NICK FREEMAN	23	2323		OCT 5/2018 RF
PAUL HANNA	23	2323		OCT 5/2018 PH
Brandon Ashton	23	2323		OCT 5/2018
Joshua Wardlaw	23	2323		OCT 5/2018 SW
JOHN O'BRIEN	23	2323		OCT 05/2018
Tony [unclear]	23	2323		OCT 5 2018
Paul Grauci	23	2323		OCT 5 2018
LLOYD FEARON	21	2323		OCT 5, 2018
Dorian Sankersingh	38	2323		OCT 5 2018

cc: Brother Carlos Dacosta Air Transport Coordinator via e-mail to cdacosta@iamaw.org
Mrs Ginette Brazeau CIRB Chairperson via facsimile to (613) 995-9493

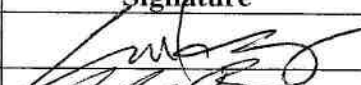


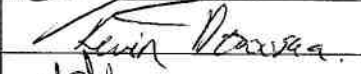

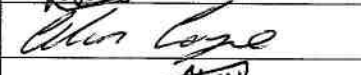
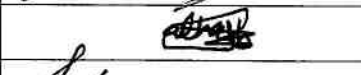

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Name (print)	Category	L.L.#	Signature	Date
HYUNGSUK KANG	27	2323		OCT.09/18
MEL BURNS	27	2323		Oct 09/2018
DANIEL PERRIN	30	2323		OCT 10/2018
KEVIN DESJARDIS	27	2333		OCT 10/2018
SUNIL PANPRA	24	2323		OCT 17/18
ALAN COYNE	24	2323		OCT 17/18
TALHA GHAFAR	38	2323.		OCT 26/18
Giovanni Black	38	2323		OCT 26/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493








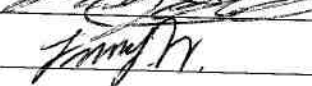

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Joe Velti	Stackkeeper	2323		Oct 24 2018
Dave Goldman	14	2323		Oct 24/18
GEORGE LACZKO	STORES	2323		OCT 24/18
HAEMON BLANCO	STORES	2323		OCT 24/18
CRISTOPHER CULANDINE	STORES	2323		OCT 24/18
Michael Angelo Livaca	STORES	2323		OCT 24/18
Alexander Eddy	38	2323		Oct 26, 2018
MACKENZIE CAWLES	38	2323		Oct. 26, 2018
Jimmy Wang	38	2323		OCT 26 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson



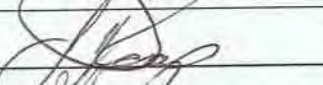
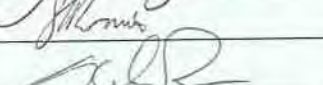
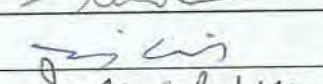
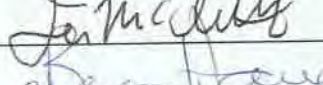
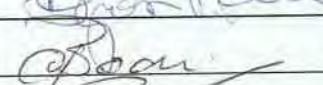
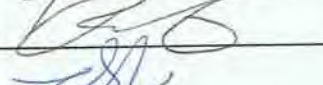
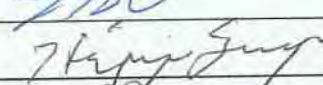

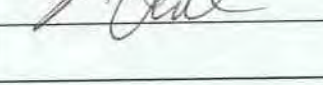

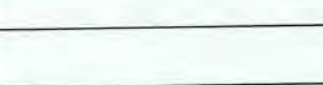
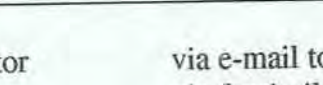
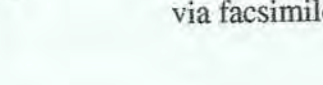
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via facsimile to (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

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Name (print)	Category	L.L.#	Signature	Date
JOE DROWN	1	764		27 SEPT 18
Allan Millen	1	764		27 Sept 18
Toby West	1	764		27 SEPT 18
John Koop	1	764		27 Sept 18
STEPHEN MOURIS	38	764		27 SEPT 18
KIRK BARNES	1	764		18-09-27
KEVIN RIMMER	1	764		2018/09/27
IAN MCCLINTOCK	1	764		18/09/27
BYRON HAUER	13	764		18/09/27
DOUG BODIE	1	764		18/09/29
RANDALL VANDEGRAAF	38	764		18/09/29
Heanne Graham	38	764		29 Sept 18
HASIME SERIZAWA	1	764		29 SEP 18
BERNIE LAMERS	13	764		29 SEP 18
VINCENT CHAN	1	764		5 OCT 18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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Name (print)	Category	L.L.#	Signature	Date
Arnold Park	01	764	[Signature]	18/10/01
Frank Vdb	38	764	[Signature]	18/10/02
JASON ADAMS	01	764	[Signature]	18/10/02
STEPHEN SO	01	764	[Signature]	18/10/02
PHILIP SOON	38	764	[Signature]	18/10/02
RONEL NADAI	01	764	[Signature]	18/10/02
Ross Elias	01	764	[Signature]	18/10/02
LIMESH CHANDRA	01	764	[Signature]	18/10/02
ERIC HOY	01	764	[Signature]	18/10/02
NAVTEJ SINGH	01	764	[Signature]	18/10/02
NED BOGDANOVIC	01	764	[Signature]	18/10/02
Tim Hammond	01	764	[Signature]	18/10/02
CRILE JAMES	01	764	[Signature]	18/10/02
VOYA PUDAROVIC	01	764	[Signature]	18/10/02
BRIAN PEDON	01		[Signature]	18/10/02
AARON KUMAR	01	764	[Signature]	18/10/02
DAN CARROLL	13	764	[Signature]	18/10/02
Shawn Waboyr	01	764	[Signature]	18/10/02
ROSS OLSON	01	764	[Signature]	18/10/02

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Mrs Ginette Brazeau

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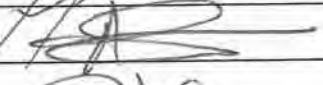





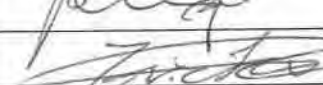
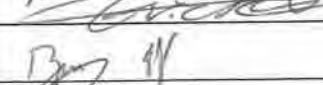
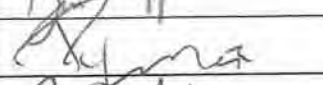


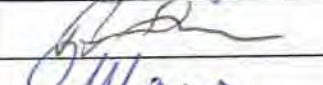
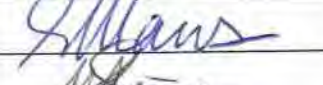

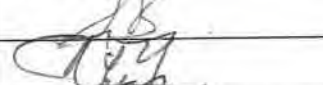

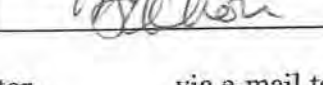
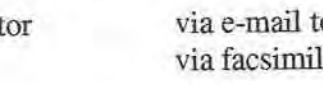
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Name (print)	Category	L.L.#	Signature	Date
FRED STAN	1	764		18/10/01
ADRIAN SANDU	1	764		18/10/01
MANTING NG	1	764		18/10/01
A. PEKRASHINSKI	01	764		18/10/01
MUJI AHMED	01	764		18/10/01
OTTO MILBERS	38	764		18-10-01
S. Kim	01	764		18-10-01
W. SIVELNIK	01	764		18-10-01
ERIC LU	38	764		18-10-01
RYAN ELRICK	38	764		18-10-01
WILLIAM PENY	38	764		18/10/01
BOB THORNTON	13	764		18/10/01
SAL CABATIC	01	764		18/10/02
RANDALL SEMRAU	01	764		18/10/02
RAINER MANS	01	764		18/10/02
MANDEEP MUSSAN	38	764		18/10/02
SANJ BAINS	38	764		2018/10/02
IVAN NG	01	764		18/10/02
LOVEDEEP SEKHON	01	764		18/10/02

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

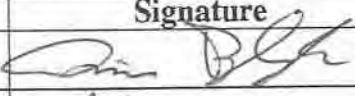
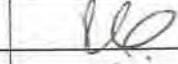





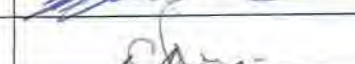

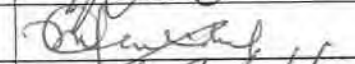
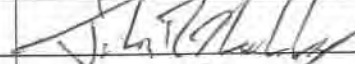

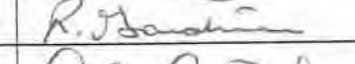
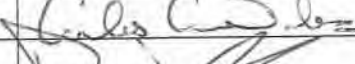

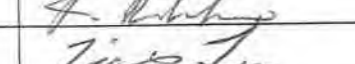


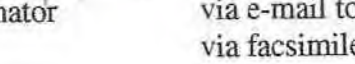
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Name (print)	Category	L.L.#	Signature	Date
Tim Black	1	764		18-10-01
Demetri Ghinis	38	764		18-10-01
JESUS BILAYH	38	764		18-10-01
LARRY TSANG	1	764		18-10-01
Manpreet Sohal	38	764		18-10-01
S. SIVA	1	764		18-10-01
Russ DEMKIW	19	764		18-10-01
BRUCE PHILLIPS	1	764		18-10-01
CHAU CHAN	38	764		2018-10-01
Jim Flach	1	764		2018-10-01
Mohammad Anwar	1	764		2018-10-01
JOHN R. NICHOLSON	1	764		2018/10/01
Sali Sidani (KELVIN)	1	764		2018/10/01
RICHARD GARDINER	38	764		2018/10/01
CARLOS CARVALHEIRO-NUNES	38	764		2018/10/01
David Graham	38	764		2018/10/01
Robert Ritchie	1	764		2018/10/01
JIA QING LU	38	764		2018/10/01
JAN SAFER	19	764		2018/10/01

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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Name (print)	Category	L.L.#	Signature	Date
KETH LOGAN	1	764	[Signature]	18/09/27
ROBERT STOCKMAN	1	764	[Signature]	18/10/01
HOWARD LEE	13	764	[Signature]	18/10/01
STEVE BRODERICK	13	764	[Signature]	18/10/01
ALEX CUSTODIO	1	764	[Signature]	18/10/01
G. Stutski	1	764	[Signature]	01 October 2018
T. PIOVESAN	1	764	[Signature]	2018-10-01
G. Goulet	1	764	[Signature]	18/10/01
R. Allan	1	764	[Signature]	18 10 01
[Signature] BEN MAO ³⁸		764	[Signature]	18 10 01
DOUGLAS HUME	38	764	[Signature]	18/10/01
KEN FRASER	38	764	[Signature]	18.10.01
PRITHVINDER RANDHAWA	1	764	[Signature]	18/10/01
CHRIS DUSTON	38	764	[Signature]	18/10/01
Dan Karr	1	764	[Signature]	18/10/01
TOM MAJOR	1	764	[Signature]	18/10/01
HARRY VOGT	1	764	[Signature]	18/10/01
MERVIN MARLATT	13	764	[Signature]	18/10/01
William Kimmel	1	764	[Signature]	18/10/01

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CIRB Chairperson








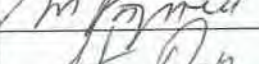

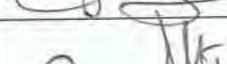
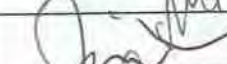
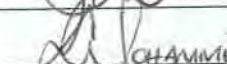



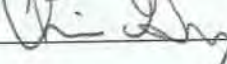

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Name (print)	Category	L.L.#	Signature	Date
JESSE LOUBHRAN	38	764		27 SEP 18
MARIO MALE	38	764		27/09/2018
BRAID SMITH	1	764		27/09/2018
CHRIS HOTCHKISS	1	764		27/09/2018
SCOTT MANKE	38	764		27/09/2018
NEIL WALSEN.	1	764		27/09/2018
DREW KIRIL	1	764		27/09/2018
MIKE POROJIC	1	764		27/09/2018
STEVE DODDS	13	764		27/09/2018
COLIN MCINTOSH	13	764		27/09/2018
PING TANG	38	764		27/09/2018
JIM LINDSAY	38	764		27/09/2018
AIAZ MOHAMMED	38	764		27/09/2018
MICHAEL KOZIN	1	764		29/09/2018
HERMAN L'ROU	1	764		29/09/2018
KARIM SIDDI	1	764		29/09/2018
Chris Gray	1	764		05/10/2018

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IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations. As Signed Below,

[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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Name (print)	Category	L.L.#	Signature	Date
ANNIE TURCOTTE	38	1751	[Signature]	2018/09/24
ALAIN BEAULIEU	19	1751	[Signature]	2018/09/24
FRANCOIS RIVARD	19	1751	[Signature]	2018/09/24
Andrew Calvert	01	1751	[Signature]	2018/09/24
Kevin Yehoshua	Stores	1751	[Signature]	2018/09/24
Socelyn Marul	01	1751	[Signature]	2018/09/24
Jordan Honen	01	1751	[Signature]	2018/09/24
Gabriel Picard	38	1751	[Signature]	2018/09/24
OLIVIER MARTEL	38	1751	[Signature]	2018/09/24
CHRISTIANE CYR	Stores	1751	[Signature]	2018/09/24
DANIK Belkewick	01	1751	[Signature]	2018/09/24
Nicolas Gauthier	Stockroom	1751	[Signature]	2018/09/24
REM PIETILAINEN	01	1751	[Signature]	18-09-21
MINHO KIM	38	1751	[Signature]	2018/09/24
Alexon	01	1751	[Signature]	2018/09/24
A. PAMARDON	01	1751	[Signature]	18/09/24
Nicolas Pepin	38	1751	[Signature]	2018/09/24
Marc-Etienne Lévesque	38	1751	[Signature]	2018/09/24
TYLER COLE	38	1751	[Signature]	2018/09/24

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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AIMTA Pétition Opérations Techniques

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EMPL	Nom (majuscules)	Catégorie	S.L.#	Signature	Date
AC037047	IVANN VAZQUEZ	38	1751	I. Vazquez	25 sept 2018
AC36343	Claudine Goulet	38 LTW	1751	Claudine Goulet	25 sept 2018
AC071089	Paolo Pasarelli	19	1751	Paolo Pasarelli	25 sept 2018
AC001949	MARC BERGELSON	19	1751	Marc Bergelson	25 sept 2018
88302	JEAN-FRANÇOIS GUY	19	1751	Jean-François Guy	25 Sept 2018
064906	KATHLEEN OLNEY	01	1751	Kathleen Olney	25 Sept 2018
07401	DINO UCCI	38	1751	Dino Ucci	25 Sept 2018
073910	ANDRE PILON	38	1751	Andre Pilon	25 Sept 2018
068411	HUAN NGUYEN	38	1751	Huan Nguyen	25-Sept/2018
05458	ANDREA MARE	38	1751	Andrea Mare	25-Sept/2018
067111	MARC MURRAY	38/LTW	1751	Marc Murray	25 Sept. 2018
06888	Josiane Bergeron	LTW/19	1751	Josiane Bergeron	25 Sept 2018
05342	MARTIN CHOQUETTE	01	1751	Martin Choquette	25/09/2018
11044	RENE BRISSON	38	1751	Rene Brison	25/09/2018
212435	DIEGO OPAZO	01	1751	Diego Opaizo	25/09/2018
047478	Charlaine Jacques	38	1751	Charlaine Jacques	25/09/2018
023344	YVAN DUFORT	TWA	1751	Yvan Dufort	25/09/2018
04464	KRISTIAN DROLET	19	1751	Kristian Drolet	25/09/2018

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

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via télécopieur au (613) 995-9493

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
V. RADERMAKER	38	1751	[Signature]	24-08-18
G. CAPOTTE	13	1751	[Signature]	24/09/18
O. ESSIMINY	38	1751	[Signature]	24/09/18
BLAL RHAFOR	38	1751	[Signature]	24/09/18
D. DOS-SANTOS	01	1751	[Signature]	24/09/18
S. DANCER	19	1751	[Signature]	24/09/18
Michel Brooks	38	1751	[Signature]	24/09/18
Francis Asselin	38	1751	[Signature]	24/09/18
STEVE ZORBALAS	33	1751	[Signature]	24/09/18
Charles-Etienne Goulet	01	1751	[Signature]	24/09/18
Kevin Bouchamp	01	1751	[Signature]	24/09/18
Christine Couville	01	1751	[Signature]	24/09/18
DAVID DANKONIC	01	1751	[Signature]	24/09/2018
Pelletier Alain	38	1751	[Signature]	2018/09/24
ANDREW ELIOT	01	1751	[Signature]	2018/09/24
Moan John	38	1751	[Signature]	2018/09/24
SANVAS ALEXIOU	01	1751	[Signature]	2018/09/24
ERIC MELNIER	01	1751	[Signature]	2018/09/24
NOUREDDINE S. TASSON	01	1751	[Signature]	2018/09/24

cc: Brother Carlos Da Costa
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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EMPLOYEE #	Name (print)	Category	L.L.#	Signature	Date
093531	PETER WAKEFIELD	LTW	1751		2018-09-25
068439	PHUOC LONG NGUYEN	LTW	1751		2018-09-25
09667	Justin Lefebvre	LTW	1751		2018-09-25
054009	PATRICK LARAMEE	LTW	1751		2018-09-25
028970	SACQUEE FAYZAL	LTW	1751		2018-09-25
065879	TOM MARTIN	PLANNER			2018-09-25
060262	GIND MASTANTUONO	LIC. PLANNER	1751		2018-09-25
026634	Moham. Zainali	LTW	1751		2018-09-25
042842		LIC. PLAN 6	1751		2018-09-25
0478781	DEK WORGAN	PLANNER	1751		2018-09-25
0093910	TODD WAGHT	PLANNER	1751		2018-09-25
042027	Bryan Park	Business Analyst	1751		2018-09-25
068411	HUAN NGUYEN	BA	1751		2018-09-25
050656	Karl Kiesling	TWA	1751		2018-09-25
0001806	John W Taylor	LTW	1751		2018-09-25
0423810	H. chen	LTW	1751		2018-09-25
003866	N. HAINAUT	PLANNER	1751		2018-09-25
0050356	MINGFANG WU	LTW	1751		2018-09-25
014223	JESSE DUMONT	LTW	1751		2018/09/25

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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Name (print)	Category	L.L.#	Signature	Date
HAROLD CHAREST	01	1751	[Signature]	2018/SEP/24
Tom Pessi	13	1751	[Signature]	2018/9/24
BOB PETERS	13	1751	[Signature]	2018/9/24
STEPHAN VALLEE	13	1751	[Signature]	2018/9/24
PAUL DUFORT	13	1751	[Signature]	2018/9/24
PASCALE GENDRON	01	1751	[Signature]	2018/9/24
ANDRE LEBLANC	38	1751	[Signature]	2018/9/26
FREDERIC GUAY	01	1751	[Signature]	18/09/26
PHILIPPE COULOMBE	1	1751	[Signature]	18-09-26
MATTHEW SMITH	38	1751	[Signature]	18/09/26
Claude Blouin	1	1751	[Signature]	18/09/26
NAWAB SHAMSULZAMAN	01	1751	[Signature]	18/09/26
STEVE AKLESTOS	01	1751	[Signature]	18-09-26
Eric Allard	01	1751	[Signature]	18-09-26
AHMED GARARVI	01	1751	[Signature]	18-09-26
HADJIS ASMA	38	1751	[Signature]	18/09/26
SALVATORE SALIA	19	1751	[Signature]	18-09-26
DERRICK WALDMAN	38	1751	[Signature]	18-09-26
Fernando Rodriguez	38	1751	[Signature]	18-09-26

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Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson





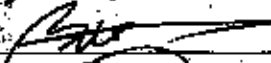

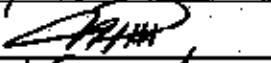

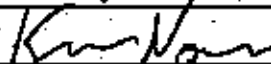



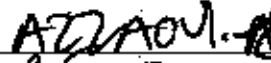







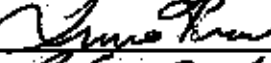

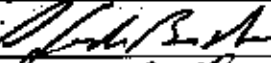




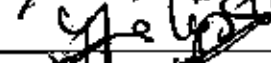





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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
PAUL-ANDRÉ DROLET 	1	1751		2018/09/24
KEVIN-MARTIN LEVESQUE 	1	1751		2018/09/24
BINH TRINH	38	1751		2018/09/24
NICOLAS RICHARSKI 	1	1751		2018/09/24
KEVIN NOREAU 	1	1751		2018/09/24
OLIVIER DEMARCA 	38	1751		2018/09/24
ABDELAZIZ AZZAOUL 	1	1751		2018/09/24
Simon Duval 	1	1751		2018/09/24
Mohamed Lakotbi 	38	1751		2018/09/24
Carlos Agudelo 	1	1751		2018/09/24
LOUIS PROULX 	19	1751		2018/09/24
CLAUDE BRISEBOIS 	13	1751		18/09/24
SERGE GELINAS 	13	1751		18-09-24
JEAN-CHARLES LAMONTAGNE 	1	1751		18-09-24
JUÉS LARONTE	13	1751		18/09/24
Stéphane Gosselin	13	1751		18/09/24
Marc Verrier 	19	1751		18/09/24
 MICHEL BERNARD	01	175		18/09/24

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
STEPHANE GENEST	01	1751	[Signature]	18/09/23
MARIUS ANDRONE	38	1751	[Signature]	18/09/23
JF. BEAUDOIN	01	1751	[Signature]	18/09/23
G. HAMMEL	01	1751	[Signature]	" 1 "
GINO SALICCO	01	1751	[Signature]	18/09/23
GUY DUBE	13	1751	[Signature]	18/09/23
JEAN LAURENCE	01	1751	[Signature]	20/09/23
Bernard Pellerin	01	1751	[Signature]	20/09/23
SILVAIN GERVASIS	01	1751	[Signature]	20/09/23
GUILLAUME MARON	38	1751	[Signature]	18-09-23
CARL Poulson	01	1751	[Signature]	18/09/23
CAMPORAU JEAN	13	1751	[Signature]	18/09/23
LUC BOULAY	38	1751	[Signature]	18/09/23
MARC LAMPRON	38	1751	[Signature]	18/09/23
STEPHANE FUS	38	1751	[Signature]	18/09/23
MARTIN DESAUTELS	38	1751	[Signature]	18/09/23
PAUL GALVEZ	01	1751	[Signature]	18/09/23
PIERRE-YVES LÉGER	38	1751	[Signature]	18/09/23

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Name (print)	Category	L.L.#	Signature	Date
PETER BOCCACCIO	13	AC005766	[Signature]	23/09/18
Genevieve Dumont	38	AC026450	[Signature]	23/09/18
MISCAL WAI KONG	38	AC207784	[Signature]	23/09/2018
Marshall Jones	01	AC221699	[Signature]	23/9/2018
PHILIP HARRIS	38	AC11527	[Signature]	23/09/18
FRANCOIS LAMARCA	01	AC01440	[Signature]	23/09/18
Diego Vargas	01	AC224018	[Signature]	Sep. 24/2018
ALVIN W	01	AC107719	[Signature]	Sep 24/2018
PAUL-ALAIN LEBEL	01	AC55434	[Signature]	24/09/2018
Stephane GABRIEL	01	AC032030	[Signature]	24/09/2018
CAMERON SEAN CLAUDE	01	AC001572	[Signature]	24/09/2018
KHALID AJIB	01	AC014592	[Signature]	29/09/2018
AMOLTO QUILEZ	01	AC07592	[Signature]	29/09/2018
FRANCOIS GENT	01	AC244017	[Signature]	29/09/2018
SERGE CHABOT	19	AC015135	[Signature]	29/09/2018
ABDELALY SASSI	19	AC002305	[Signature]	29/09/2018
ERICK POTRAS	01	AC013078	[Signature]	29/09/2018
Sylvain HERR	01	AC21000	[Signature]	29/09/2018
OLIVIER BROWNRIGG	27	AC032259	[Signature]	12/10/2018

AIMTA
1751

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
DANIEL CHARRON	CAT 01	1751	[Signature]	2018-09-24
PIERRE LAPOINTE	CAT 01	1751	[Signature]	2018-9-24
MICHEL BOUDREAU	CAT-01	1751	[Signature]	2018-9-24
MANUEL RUIZ	CAT-13	1751	[Signature]	2018-9-24
MAXIME NORMANDIN	CAT 01	1751	[Signature]	2018-9-24
SYLVAIN CASTONGUAY	CAT 38	1751	[Signature]	2018-9/24
ANDY SIKHUR	CAT 01	1751	[Signature]	2018/9/24
JAMES LABELLE BOEN	CAT 01	1751	[Signature]	2018/09/24
JOHN SAURO CORCORAN	CAT 01	1751	[Signature]	2018/09/24
ANTHONY DA SILVA PEREIRA	CAT 01	1751	[Signature]	2018/09/24
LEWORTH HENRY	CAT 01	1751	[Signature]	2018/09/24
SAMUEL PEPIN	CAT 01	1751	[Signature]	2018/09/24
SYLVAIN MESSIER	CAT 13	1751	[Signature]	2018/09/24
DAVE MWINGA	CAT 38	1751	[Signature]	2018-9-24
STEPHEN KUABLA	CAT 13	1751	[Signature]	2018-9-24
CHAKIA BOZETTE	CAT 13	1751	[Signature]	2018-9-24
MICHAEL PALMER	CAT 13	1751	[Signature]	2018-09-24
GREG SANTINI	CAT 33	1751	[Signature]	2018-09-24

cc: Confrère Carlos Dacosta
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We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations. As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
MATHIEU STARNEAULT	38	1751		24/09/2018
RICHARD STONE	01	1763		24/09/2018
WILLIAM BRUSH	38	1751		24/09/2018
STEVE PINET	38	1751		24/09/2018
MARK MONTEAGUARD	01	1751		24/09/2018
DANIEL DESBIENS	38	1751		24/09/2018
FRANCOIS REAUB	01	1751		24/09/2018
MEHOT LE BOURHIS	01	1751		24/09/2018
ALISTAIR NAZARETH	01	2323		24/09/2018
I-HSIANG CHIN	01	2323		24/09/2018
MICHAEL MOLINK	01	2323		24/09/2018
BOGALE ABEBE	01	2323		24/09/2018
YASH RANKHEDN	01	2323		24/09/2018
TIMOTHY MERRIS	01	2323		24/09/2018
GILBERT KNAN	38	2323		24/09/2018
JONATHAN FERGUSON-STEEKE	01	1751		24/09/2018
ROBERT MACMILLAN	01	2323		24/09/18
JASON BOTH	01	2323		24/09/18
CRAIG FORD	01	2323		24/09/18
STEPHEN HIBBERD	01	2323		24/09/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

AIDIN BEHNOOD

38 2323

24/09/18

YUTONG LI

38 2323

24/09/18

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

To: Confrères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

Nous, les signataires membres du District 140 de l'AIMTA, demandons respectueusement que l'AIMTA permette aux membres du groupe des Services Techniques & Logistique et Approvisionnement d'Air Canada d'obtenir leur propre Unité de Négociation, séparée de l'Exploitation Aéroports et Fret, ce comme amélioration de notre structure de négociation. En effet, ces deux groupes ont une "communauté d'intérêts" différents et en répondant positivement à notre requête, cela permettra à ces deux groupes de l'AIMTA de négocier et ratifier toute future entente de principe négociée par leur équipe de négociateurs respectifs, ce pour toute future négociation. Dûment Signé,

	Nom (majuscules)	Catégorie	S.L.#	Signature	Date
A3731	MATHIEU LAFARGE	01	1751		19/09/24
	OSCAR AZOCAR	33	1751		24 SEP 2018
	Isabelle Hanson	01	1751		24 Sept 2018
	JONATHAN JETTE	01	1751		24 SEPT 2018
	Radouane Aissi	01	1751		24 Sep 2018
	DENIS-ANDRÉ THIBERT	01	1751		24 SEP 2018
	Alexandre Boussan	01	1751		24 sep 2018
29431	JESSICA LASEUNGASSE	13	1751		24 sept. 2018
A3062	NESTOR CHAVEZ	38	1751		24 sept 2018
	Bourgeois Luc	01	1751		24 Sep/2018
B37085	RACHID AIT ABDEMAN	01	1751		24 SEP 2018
	MAXIM BINIS	01	1751		23 sep 2018
	SOHEIL SAEDKRESAD	38	1751		30 OCT 2018
	Pascal Sirois	38	1751		30 OCT 2018
	RUBEN R. JONEDA	01	1751		30 OCT 2018
	ERIC BLANCHETTE	01	1751		30 OCT 18
	Mathieu Namit	01	1751		30 Oct 18
	JULIEN ST-VINCENT	01	1751		30 Oct 2018

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

To: Confrères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

Nous, les signataires membres du District 140 de l'AIMTA, demandons respectueusement que l'AIMTA permette aux membres du groupe des Services Techniques & Logistique et Approvisionnement d'Air Canada d'obtenir leur propre Unité de Négociation, séparée de l'Exploitation Aéroports et Fret, ce comme amélioration de notre structure de négociation. En effet, ces deux groupes ont une "communauté d'intérêts" différents et en répondant positivement à notre requête, cela permettra à ces deux groupes de l'AIMTA de négocier et ratifier toute future entente de principe négociée par leur équipe de négociateurs respectifs, ce pour toute future négociation. Dûment Signé,

Nom (majuscules)	Catégorie	S.L.#	Signature	Date
GEOFFREY BERGERON	38	1751		2018/09/26
JEAN-MARIE ROUPHAT	1	1751		18-9-26
Ray Boreau	1	1751		18-9-26
ANDRÉ SAVARD	01	1751		2018-9-26
DINO SEBASTIANO	01	1751		2018/09/26
Eric Veilleux	01	1761		26 Sep/2018
ALAIN THÉRIEU	13	1751		26 Sep 2018
RAYNALD HALLÉ	38	1751		26 Sep 2018
CLÉMENT LABAILLÉ	13	1751		26 SEPT 2018
G. MURRAY	38	1751		26 SEPT 18
GORD ABBEY	01	1751		26 SEPT 2018
MARC TANNON	STORE	1751		22.07.25
AMINE BERKANE	STORE	1751		2-18/09/27
Abdelhak Zibour	1	1751		18-10-20
RAOUL APELBAUM	01	1751		30/10/2018
Bilal TAYCH	01	1751		30/10/2018
Joel Serré	01	1751		30/10/2018
PATRICIA BOUCHER	38	1751		30/10/2018

cc: Confrère Carlos Decosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdecosta@iamaw.org
via télécopieur au (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining agreement. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations. As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Eddy Reilly	23			oct 22/18
MARIO CANTURE	23		Mario Canture	oct-22-18
PIERRE LANDRY	23			oct 22-18
Francis Cousineau	23		Francis Cousineau	oct 22-18
Brent McMeekin	23		Brent McMeekin	Oct 23-18
Chris Robinson	23		Chris Robinson	oct 23-18
Lloyd McArthur	23			OCT 23/18
Benoit CARBONNEAU	14			OCT 23/18
PIERRE DEDARD	24		Pierre Dedard	OCT 23/2018
Eric Moore	23			oct 23-18
Christian Dattore	23			23 oct 18
MAURICIA HAULT	23			23 OCT/18
JOHN CARLOS GARCIA	14		John Carlos Garcia	23 oct. 18
PETER EHRET	23			23/OCT/2018
KEVIN CORDWIN	23			23/OCT/2018
Matt Thompson	23		Matt Thompson	24/OCT/2018
ROMO PACE	23		Romo Pace	24/OCT/2018
PARSON KASSARIAN	23		Parson Kassarian	24/OCT/2018
Douglas Tedinardi	23			24/OCT 2018

cc: Brother Carlos Dacosta
Mrs Ginette Dacosta

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

To: Confrères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

Nous, les signataires membres du District 140 de l'AIMTA, demandons respectueusement que l'AIMTA permette aux membres du groupe des **Services Techniques & Logistique et Approvisionnement d'Air Canada d'obtenir leur propre Unité de Négociation**, séparée de l'Exploitation Aéroports et Fret, ce comme amélioration de notre structure de négociation. En effet, ces deux groupes ont une "communauté d'intérêts" différents et en répondant positivement à notre requête, cela permettra à ces deux groupes de l'AIMTA de négocier et ratifier toute future entente de principe négociée par leur équipe de négociateurs respectifs, ce pour toute future négociation. Dûment Signé,

Nom (majuscules)	Catégorie	S.L.#	Signature	Date
Royan Bergevin	23		Royan Bergevin	23 oct 2018
Dominic LaFleur	23		Dominic LaFleur	23 oct 2018
CLAUDE DESGAGNÉS	23		Claude Desgagnés	23/10/2018
Euy Duvallet	23		Euy Duvallet	23/10/2018
Christine Day	23		Christine Day	24/10/2018
Dominic Pallavicini	23		Dominic Pallavicini	24/10/18
Nicholas Vieira	23		Nicholas Vieira	24/10/18
MARKKU KIVINEN	23		Markku Kivinen	24/10/18
Michael Bueke	23		Michael Bueke	24/10/18
Justin Catalan	23		Justin Catalan	24/10/18
JACK SOUVÉ	23		Jack Souvé	24/10/18
Emile Bruyère	23		Emile Bruyère	24/10/18
Compton Viera	23		Compton Viera	24/10/18
JEAN D'SENNEVILLE	23		Jean D'Senneville	24/10/18
Jérémy T. Torres	23		Jérémy T. Torres	24/10/2018
David Landreville	23		David Landreville	25/10/2018
Paul Semlano	24		Paul Semlano	25/10/2018
PAUL de Chantal	23		Paul de Chantal	25/10/2018

cc: Confrère Carlos Decosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 993-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations. As Signed Below.

As Signed Below.

[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazegu

Air Transport Coordinator
CIRB Chairperson












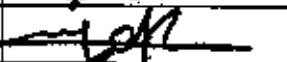









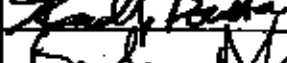






via e-mail to edacosta@iamaw.org
via facsimile to (613) 995-9493

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

To: Confrères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
NORMAN BOULLEN 	19	1751		18-09-23
CARL OUELLET 	38	1751		18-09-23
CHRISTINE DESNAY 	38	1751		18-09-23
ADENACER MEJDOUBI 	13	1751		18-09-23
TIMOTHÉE VALÉRIE 	1	1751		18-09-23
ALFONSO LACASSE 	1	1751		18-09-23
FRANÇOIS GAGNIER 	38	1751		18-09-23
LUC CORREY 	01	1751		18-09-23
HEDDY BOUSSAÏDE 	38	1751		18-09-28
FREDERIC DALLY 	01	1751		18-09-28
BENJIT HAMEL 	01	1751		18-09-28
ROLF BALMA 	13	1751		18-09-27
GREG KAKOIANIAN 	01	1751		18-09-20
VICTOR BOUDIS 	01	1751		18-10-01

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

To: Confrères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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	Nom (majuscules)	Catégorie	S.L.#	Signature	Date
223392	Camille Deschenes	38	1751	Camille Deschenes	18/09/25
223373	David Nadeau	38	1751	David Nadeau	18/09/25
80/46	Sergio Savva	Store	1751	Sergio Savva	18-09-25
52376	Franklin Koudoubila	Stores	1751	Franklin Koudoubila	18-09-25
5965	Wain Marinou	Stores	1751	Wain Marinou	18-09-25
061373	France Girard	13	1751	France Girard	18/09-25
	DEMS JUTAS	13	1751	DEMS JUTAS	18/09/25
05913	SEBASTIEN MAILLOUX	13	1751	SEBASTIEN MAILLOUX	18/09/25
2/9511	M-A FONTAINE	01	1751	M-A Fontaine	25/09/18
37090	GUILAUME HAMEL	38	1751	GUILAUME HAMEL	25/09/18
014309	PIERRE THOMAS	01	1751	PIERRE THOMAS	25/09/18
022302	Mario DellaVecchia	01	1751	Mario DellaVecchia	25/09/18
208664	Zacharie Tinezeuere	33	1751	Zacharie Tinezeuere	25-09-18
217453	Jérémie Mercier-Deschamps	01	1751	Jérémie Mercier-Deschamps	26-09-18
34558	Tony Givoni	38	1751	Tony Givoni	26-09-18

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

LAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

**To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2**

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations.

[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CTRB Chairperson

via e-mail to odacosta@iamaw.org
via facsimile to (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations.

As Signed Below.

As Signed Below.

[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations.

As Signed Below,

[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdscosta@iamaw.org
via facsimile to (613) 995-9493

AIMTA Pétition Opérations Techniques

Per courriel: spickthall@iamaw.org fhospes@iam140.ca

To: **Confères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2**

Nous, les signataires membres du District 140 de l'AIMTA, demandons respectueusement que l'AIMTA permette aux membres du groupe des Services Techniques & Logistique et Approvisionnement d'Air Canada d'obtenir leur propre Unité de Négociation, séparée de l'Exploitation Aéroports et Fret, ce comme amélioration de notre structure de négociation. En effet, ces deux groupes ont une "communauté d'intérêts" différents et en répondant positivement à notre requête, cela permettra à ces deux groupes de l'AIMTA de négocier et ratifier toute future entente de principe négociée par leur équipe de négociateurs respectifs, ce pour toute future négociation. Dûment Signé,

[illegible]

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spencer@iamaw.org Shaper@iamaw.ca

To: Eastern Star Flight and Tech Support,
International Association of Machinists and Aerospace Workers
15 Wyndham St., Suite 100
Toronto, Ontario M5C 3B2

We, the undersigned, being members of District Lodge 140, respectfully request that the IAMAW grant the petition of the Eastern Star Flight and Tech Support crew of Air Canada their own Bargaining Unit and recognize the Eastern Star Flight and Tech Support crew as an enhancement to the current collective bargaining agreement. These two groups have distinctly different "community of interest" and by granting this request, it will ensure that going forward the IAMAW to negotiate and ratify all future tentative agreements brought forth by this respective negotiating group for all future negotiations.

As Signed Below,

Member Name	Group	LLS	Signature	Date
Thomas Calhoun	01			2018/10/01
Harold Dixon	38			2018/10/01
Roderick Allen	01			2018/10/01
Tom I...	23			2018/10/02
Robert Arthur	23			2018/10/02
Trent Westgate	01			2018/10/02
Todd Pilgrim	01			2018/10/05
Joe Plunkett				2018/10/13
Gary Wilson	23			2018/10/14

cc: Brenda Carole Dacosta
Min. Officer Bureau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493


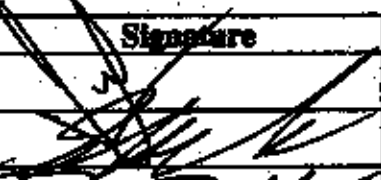






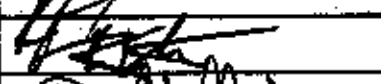




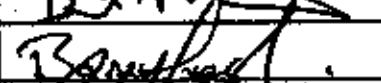
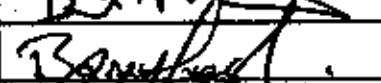

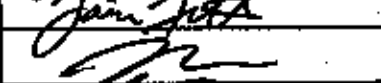



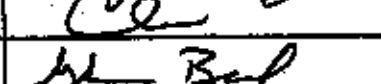
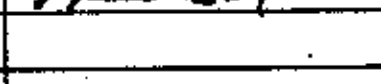
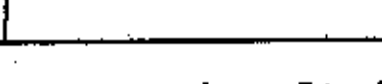
IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fnospea@iam140.ca

To: Brothers Stan Pickthall and Fred Hospea,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations.

As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
JFF JACOB 	01	1763		SEP 26/18
Sean Bachmann	01	1763		Sep 26/18
BYRON BUDEN 	38	1763		Sept. 26/18
BRIAN FISS 	01	1763		SEP 26/18
ROBERT STON 	38	1763		Sept. 26/18
NES UPSHALL 	01	1763		Sept 26/18
BRENT MORRISON 	01	1763		Sept 26/18
BARRY LESLIE	Stores	1763		Sept 26/18
BRANDY JAMES	30	1763		27/09/18
Jamie Noller	23	1763		Sept 27/18
JASON O'BRIEN	01	1763		Oct 10, 18
SHAWN PRICE	01	1763		Oct 10/18
DAVE CARRIER	38	1763		Oct 10/18
VALENTIN WIDMEYER	01	1763		Oct 10/18
STUART HEALEY	01	1763		Oct 10/18
CHRIS CHARLTON	38	1763		10 OCT 2018
Glenn Baxter	33	1763		Oct. 11/2018

cc: Brother Carlos Da Costa
Mrs Ginette Brazau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

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International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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Name (print)	Category	L.L.#	Signature	Date
BRYAN TENKHEVE	01	2323	[Signature]	2018/09/24
XAVIER BEVIERE	01	2323	[Signature]	2018/09/24
GARY MILLER	01	2323	[Signature]	2018/09/24
ROBERT CLAROS	01	2323	[Signature]	2018/09/24
DEANIS WALSH	01	2323	[Signature]	2018/09/24
ALAN GAGNON	01	2323	[Signature]	2018/09/24
CLAYTON ZEBN	Stores	2323	[Signature]	2018/09/24
THOMAS GRANVILLE	01	2323	[Signature]	2018/09/24
WILLIAM FORRESTER	01	2323	[Signature]	2018/09/24
RUSS FITZPATRICK	01	2323	[Signature]	2018/09/24
PAUL HUNCAULT	38	2323	[Signature]	2018/09/24
DER WESTRUP	01	2323	[Signature]	2018/09/28
ROBERT MANTI	01	2323	[Signature]	2018/09/28
NORMAN MORFORD	01	2323	[Signature]	2018/09/28
RONALD MELSBACH	Stores	2323	[Signature]	2018/09/28
BRADIM YAZINE	01	2323	[Signature]	2018/09/28
GORDON SHEPPARD	01	2323	[Signature]	2018/09/28
ROBERT GRAMHAM	38	2323	[Signature]	18/09/28
PATRICK MONCEAU	01	2323	[Signature]	18/09/28

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

LAMAW Technical Operations Petition

By e-mail: spickthall@iamnaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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As Signed Below.

[illegible]cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CTRB Chairperson

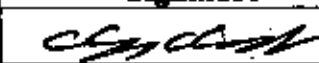


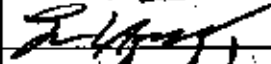

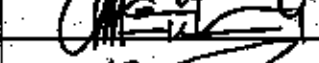

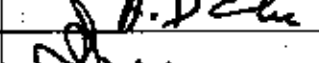



via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493.

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

To: Confrères Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
CHEYING CHAI	38	1751		2018-10-16
BRIAN TIMM	1	1751		18/10/16
MOHAMED BENNIS	38	1751		18/10/16
Jean-Philippe Landry	38	1751		18/10/16
François Gertz	1	1751		18/10/16
PATRICK KALANDA	01	1751		18/10/16
Patricia Desjardis	01	1751		18/10/16
ANTONIO D'ELIA	38	1751		18/10/16
Philippe Jumeau	38	1751		18/10/16
ERIC ST-JEAN	01	1751		18/10/16
DINO SEBASTIANO	01	1751		18/10/16

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

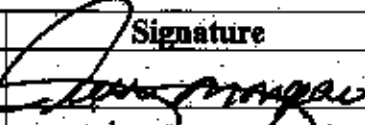
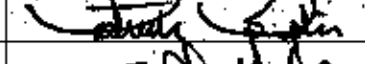












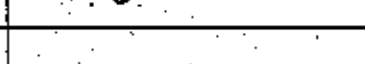
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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
PIERRE MONGEAU	01	1751		2018-10-31
PATRICK ROUPIER	38	1751		2018-10-31
RAYNALD HALLE	38	1751		2018-10-31
Fernando Rodriguez	38	1751		2018-10-31
Mitchell Whyte	01	1751		2018/10/31
PAUL DUFOUR	13	1751		2018/10/31
DERRICK WALDMAN	38	1751		2018/10/31
PATRICK RICHER	01	1751		2018/10/31
SALVATORE SCALIA	19	1751		2018/10/31
GERARDO DELUCA	01	1751		2018-10-31
HARIB ASMA	38	1751		2018/10/31
MARTIN CHARBONNIER	01	1751		2018-11-08
JOEY SUBA	38	1751		2018-11-08
PHILIPPE BRANCHAUD	01	1751		2018-11-08
SERGE BELLIVIER	01	1751		2018-11-08

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
AALDO DESMARTEAU	19	1751	[Signature]	2018-09-24
Yves Theriault	01	1751	[Signature]	18-09-24
Yvon Tasse	19	1751	[Signature]	24-Sept-2018
Chris Murray	19	1751	[Signature]	24 Sep 2018
Ross Carrière	Planner	1751	[Signature]	24 Sep 2018
Sandra Cullen	Planner	1751	[Signature]	24 Sep 2018
de Preville	19	1751	[Signature]	24 Sep 2018
Annie Bellomare	Planner	1751	[Signature]	30 Sept. 2018
Jorge Girvan	Planner	1751	[Signature]	30 Sep 18
Phil Kourty	Planner	1751	[Signature]	30 Sep 18
Mohamed El Hachimi	01	1751	[Signature]	2018/09/30
Tony Lim	38	1751	[Signature]	2018/10/01
Thierry Nani	26	1751	[Signature]	2018/10/31

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI



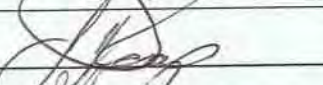
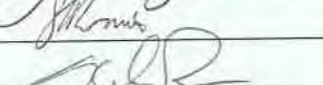
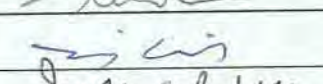
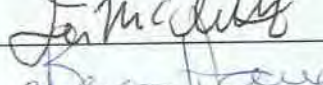
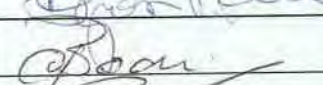
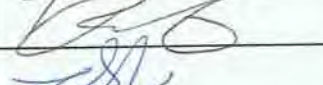
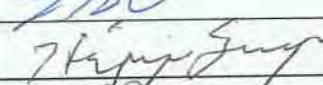

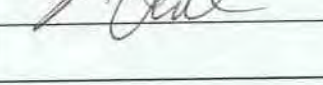

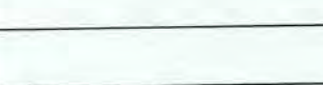
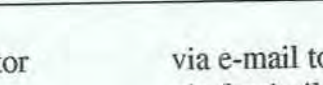
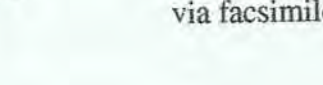
Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

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Name (print)	Category	L.L.#	Signature	Date
JOE DROWN	1	764		27 SEPT 18
Allan Millen	1	764		27 Sept 18
Toby West	1	764		27 SEPT 18
John Koop	1	764		27 Sept 18
STEPHEN MOURIS	38	764		27 SEPT 18
KIRK BARNES	1	764		18.09.27
KEVIN RIMMER	1	764		2018/09/27
IAN MCCLINTOCK	1	764		18/09/27
BYRON HAUER	13	764		18/09/27
DOUG BODIE	1	764		18/09/27
RANDALL VANDEGRAAF	38	764		18/09/27
Heanne Graham	38	764		29 Sept 18
HASIME SERIZAWA	1	764		29 SEP 18
BERNIE LAMERS	13	764		29 SEP 18
VINCENT CHAN	1	764		5 OCT 18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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Name (print)	Category	L.L.#	Signature	Date
Arnold Park	01	764	[Signature]	18/10/01
Frank Vdb	38	764	[Signature]	18/10/02
JASON ADAMS	01	764	[Signature]	18/10/02
STEPHEN SO	01	764	[Signature]	18/10/02
PHILIP SOON	38	764	[Signature]	18/10/02
RONEL NADAI	01	764	[Signature]	18/10/02
Ross Elias	01	764	[Signature]	18/10/02
LIMESH CHANDRA	01	764	[Signature]	18/10/02
ERIC HOY	01	764	[Signature]	18/10/02
NAVTEJ SINGH	01	764	[Signature]	18/10/02
NED BOGDANOVIC	01	764	[Signature]	18/10/02
Tim Hammond	01	764	[Signature]	18/10/02
CRILE JAMES	01	764	[Signature]	18/10/02
VOYA PUDAROVIC	01	764	[Signature]	18/10/02
BRIAN PEDON	01		[Signature]	18/10/02
AARON KUMAR	01	764	[Signature]	18/10/02
DAN CARROLL	13	764	[Signature]	18/10/02
Shawn Waboyr	01	764	[Signature]	18/10/02
ROSS OLSON	01	764	[Signature]	18/10/02

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493


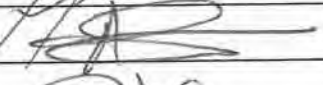





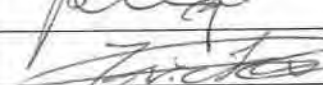
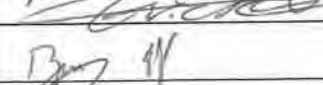
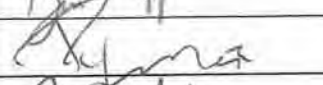


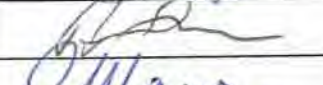
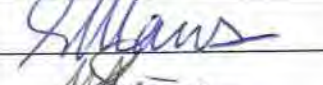

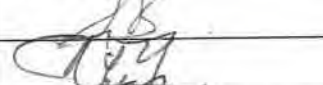

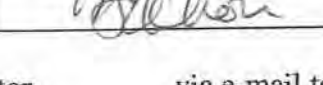
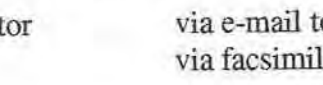
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Name (print)	Category	L.L.#	Signature	Date
FRED STAN	1	764		18/10/01
ADRIAN SANDU	1	764		18/10/01
MANTING NG	1	764		18/10/01
A. PEKRASHINSKI	01	764		18/10/01
INTI AHMED	01	764		18/10/01
OTTO MILBERS	38	764		18-10-01
S. Kim	01	764		18-10-01
W. SIVELNIK	01	764		18-10-01
ERIC LU	38	764		18-10-01
RYAN ELRICK	38	764		18-10-01
WILLIAM PENY	38	764		18/10/01
BOB THORNTON	13	764		18/10/01
SAL CABATIC	01	764		18/10/02
RANDALL SEMRAU	01	764		18/10/02
RAINER MANS	01	764		18/10/02
MANDEEP MUSSAN	38	764		18/10/02
SANJ BAINS	38	764		2018/10/02
IVAN NG	01	764		18/10/02
LOVEDEEP SEKHON	01	764		18/10/02

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Mrs Ginette Brazeau

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CIRB Chairperson

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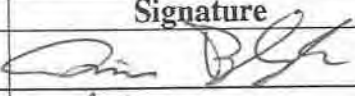
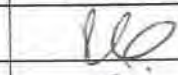







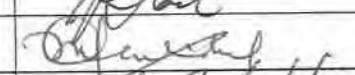
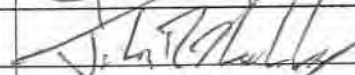
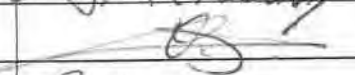
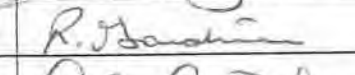
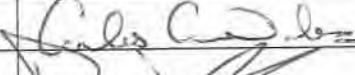

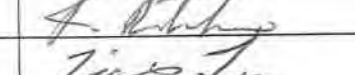

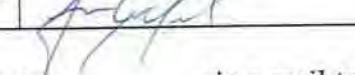
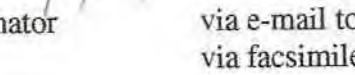
IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Tim Black	1	764		18-10-01
Demetri Ghinis	38	764		18-10-01
JESUS BILAYH	38	764		18-10-01
LARRY TSANG	1	764		18-10-01
Manpreet Sohal	38	764		18-10-01
S. SIVA	1	764		18-10-01
Russ DEMKIW	19	764		18-10-01
BRUCE PHILLIPS	1	764		18-10-01
CHAU CHAN	38	764		2018-10-01
Jim Flach	1	764		2018-10-01
Mohammad Anwar	1	764		2018-10-01
JOHN R. NICHOLSON	1	764		2018/10/01
Sali Sidani (KELVIN)	1	764		2018/10/01
RICHARD GARDINER	38	764		2018/10/01
CARLOS CARVALHEIRO-NUNES	38	764		2018/10/01
David Graham	38	764		2018/10/01
Robert Ritchie	1	764		2018/10/01
JIA QING LU	38	764		2018/10/01
JAN SAFER	19	764		2018/10/01

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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Name (print)	Category	L.L.#	Signature	Date
KETH LOGAN	1	764	[Signature]	18/09/27
ROBERT STOCKMAN	1	764	[Signature]	18/10/01
HOWARD LEE	13	764	[Signature]	18/10/01
STEVE BRODERICK	13	764	[Signature]	18/10/01
ALEX CUSTODIO	1	764	[Signature]	18/10/01
G. Stutski	1	764	[Signature]	01 October 2018
T. PIOVESAN	1	764	[Signature]	2018-10-01
G. Goulet	1	764	[Signature]	18/10/01
R. Allan	1	764	[Signature]	18 10 01
[Signature] BEN MAO ³⁸		764	[Signature]	18 10 01
DOUGLAS HUME	38	764	[Signature]	18/10/01
KEN FRASER	38	764	[Signature]	18.10.01
PRITHVINDER RANDHAWA	1	764	[Signature]	18/10/01
CHRIS DUSTON	38	764	[Signature]	18/10/01
Dan Karr	1	764	[Signature]	18/10/01
TOM MAJOR	1	764	[Signature]	18/10/01
HARRY VOGT	1	764	[Signature]	18/10/01
MERVIN MARLATT	13	764	[Signature]	18/10/01
William Kimmel	1	764	[Signature]	18/10/01

cc: Brother Carlos Dacosta
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CIRB Chairperson

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[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson








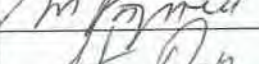

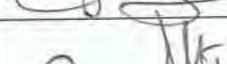
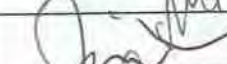
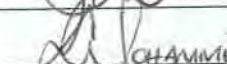



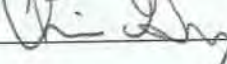

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Name (print)	Category	L.L.#	Signature	Date
JESSE LOUBHRAN	38	764		27 SEP 18
MARIO MALE	38	764		27/09/2018
BRAID SMITH	1	764		27/09/2018
CHRIS HOTCHKISS	1	764		27/09/2018
SCOTT MANKE	38	764		27/09/2018
NEIL WALSEN.	1	764		27/09/2018
DREW KIRIL	1	764		27/09/2018
MIKE POROJIC	1	764		27/09/2018
STEVE DODDS	13	764		27/09/2018
COLIN MCINTOSH	13	764		27/09/2018
PING TANG	38	764		27/09/2018
JIM LINDSAY	38	764		27/09/2018
AIAZ MOHAMMED	38	764		27/09/2018
MICHAEL KOZIN	1	764		29/09/2018
HERMAN L'ROU	1	764		29/09/2018
KARIM SIDI	1	764		29/09/2018
Chris Gray	1	764		05/10/2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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	Name (print)	Category	L.L.#	Signature	Date
AC014499	PAULDEEP SIDHU	01	764	[Signature]	12 OCT 2018
	TAMINDER SINGH	01	764	[Signature]	12 OCT 2018
AC050447	ELLIOTT CANN	02	764	[Signature]	12 OCT 2018
AC 044124	Roseller Hermoso	38	764	[Signature]	12 OCT 2018
AC050386	EDGAR JAVILLO	01	764	[Signature]	12 OCT 2018
AC07843	ROSS - PITRE	13	764	[Signature]	12 OCT 2018
AC074436	BOBBY WENGBERGS	01	764	[Signature]	12 OCT 2018
AC050346	JAIME PINEDA	01	764	[Signature]	12 OCT 2018
AC067977	MIKE REINHARD	38	764	[Signature]	12 OCT 2018
AC070368	MARK MELHADO	01	764	[Signature]	12 OCT 2018
AC050469	LUISITO MALLARI	01	764	[Signature]	12 OCT 2018
AC074142	DENNIS ROSALES	01	764	[Signature]	12 OCT 2018
AC050395	YOSHIAN PERERA	01	764	[Signature]	12 OCT 2018
AC012164	LOREN PANGANIBAN	01	764	[Signature]	12 OCT 2018
AC076868	ADRIAN HANSER	38	764	[Signature]	12 OCT 2018
AC050445	ROY SETO	38	764	[Signature]	12 OCT 2018
AC218770	KENNETH CHAN	38	764	[Signature]	12 OCT 2018
AC050395	EDWIGHT	19	764	[Signature]	12 OCT 2018
AC050567	Corby Ferrier	01	764	[Signature]	12 Oct. 2018

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CIRB Chairperson

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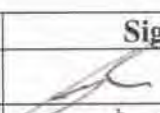

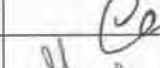

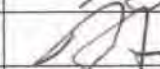
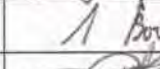

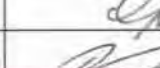

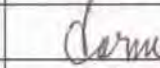
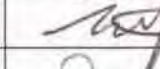
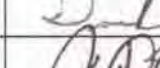
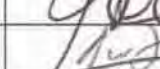

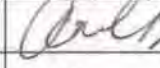




IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
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18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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As Signed Below,

	Name (print)	Category	L.L.#	Signature	Date
AC 064094	WALTER GREENE	13	764		12 OCT 2018
AC215768	SHANU MATHAN	38	764		12 OCT 2018
091576	Ernesto Castillo	01	764		12 OCT 2018
AC000777	Geoff Agius	01	764		12 OCT 2018
AC090317	KWAN TAM	38	764		12 OCT 2018
AC000832	RANDALL SEMRAN	01	764		12 OCT 2018
AC216822	E. SCOTT BOOTH	13	764		12 OCT. 2018
AC215437	JOHN PAUL MALANA	1	764		12 OCT 2018
AC215758	Ghazim Al-Tahhan	38	764		12 OCT 2018
AC204013	BALJIT KANL	13	764		12 OCT. 2018
AC216305	JUHEON BOK	1	764		12 OCT 2018
AC218380	CARMELO BASI	13	764		12 OCT 2018
AC047904	YEN-JUNG CHEN	38	764		12 OCT 2018
AC062389	DOUG JICKLING	19	764		12 OCT-2018
AC058123	JOHN MACRAE	13	764		13-OCT-18
AC215749	Kun Jin Lee	38	764		13-OCT-18
AC68576	FRAG BELL	01	764		13 OCT-18
AC072576	ANEEL BILIN	01	764		13-OCT-18
AC221915	Centian Gunther	13	764		13-Oct-18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

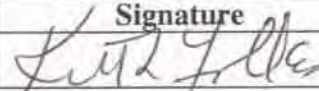

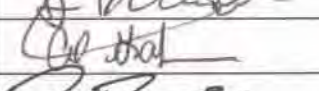

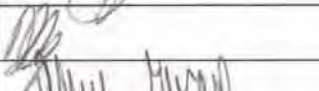

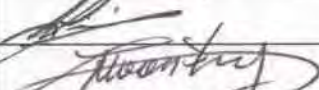
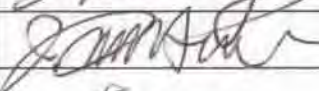
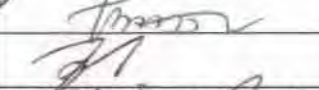

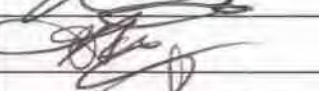

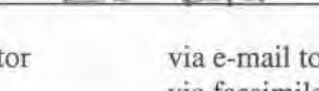
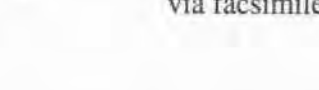



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	Name (print)	Category	L.L.#	Signature	Date
ACO78390	KEITH FOLKES	13	764		OCT 13 18
AC07874	JOE ANONUEVO	13	764		13 OCT 18
AC034115	JIRI DEMUTH	38	764		2018 OCT 13
AC091932	Al Grohman	01	764		2018 Oct 13
AC074194	ROB BARANUSSE	01	764		18/OCT/14
AC038548	JULIUS LINO	38	764		18/10/14
AC017947	Deve Sig	01	764		18/6/14
AC224115	Alan Garner	38	764		18 Oct 19 th
AC067892	THOMAS LUC	38	764		19 th OCT 18
AC050547	AABID PIRANI	01	764		19 Oct 18
AC216236	MOONYONG JUNG	01	764		19 OCT 2018
AC000372	JAMES AINSCOW	01	764		19 OCT 2018
AC74339	Sean Hu	01	764		19 Oct 2018
AL076870	Quang Tang	38	764		19 OCT 2018
AC072962	AVINASH RAI	01	764		19 th Oct 2018
AC063657	VINCE CHOW	STUDES	764		19 OCT 2018
AC050788	DAVE PRZ	13	764		19 Oct 2018
AC074435	ADAM SEAH	01	764		19 OCT 2018
AC017986	Ken Robb	26	764		20 OCT 18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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	Name (print)	Category	L.L.#	Signature	Date
AC069347	DOMINIC YEO	01	764		OCT. 20 2018
AC093147	JOCK TERANISHI	LOGISTICS	764		OCT 20 2018
AC002257	JAMES LEE	01	764		OCT 21 2018
AC067109	Herman Muebler	01	764		OCT-20-2018
AC085231	BARNEY HARRISON	38	764		OCT 21 2018
AC044204	Walter Simelurk	01	764		OCT 21, 2018
AC050382	M. ALI - SAMIE	01	764		OCT. 20. 2018
AC045600	M. ISHAQ	38	764		OCT. 20. 2018
17853	Mullen T	26	764		OCT 21 2018
AC013517	Philip Voong	38	764		OCT 21 / 2018
AC072577	Satnam Garcha	01	764		OCT 21 / 2018
AC071576	ERNESTO CASTILLO	01	764		OCT 21 / 2018
AC086889	DAVID FERDAIS	01	764		OCT 27 / 2018
AC067804	CHONG JEEK KEONG	01	764		OCT 27 / 2018
AC001749	John Smith	38	764		18/10/27
AC212706	MUNEER SAFFIYULLAH	01	764		18/10/27
AC038406	YI-CHIN LU	38	764		18/10/27
AC067678	UMESH CHANDRA	01	764		27/10/18
AC071507	LYNDON MOLO	01	764		27 OCT / 18

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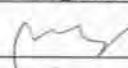

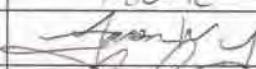
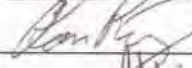

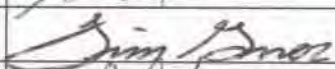
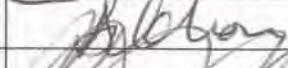
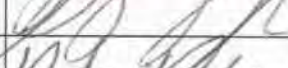
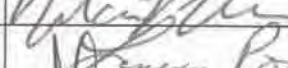
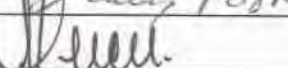


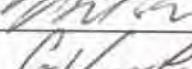
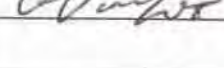

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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As Signed Below,

Emp #	Name (print)	Category	L.L.#	Signature	Date
040760	Ben Zp	CAT 33	764		Oct 22/18
212828	Edmond Tse	CAT 33	764		OCT / 22 / 18
222705 222110	MILICA TRBOVIC	CAT 33	764	TRBOVIC MMW	OCT / 22 / 18
	FARON WONG	CAT 33	764		OCT / 22 / 18
063534 50192	Ron Roy	CAT 33	764		" "
	R. MISRA	CAT 4	764		OCT / 26 / 2018
067806	S. DAYNES	13	764	Daynes	OCT 27 / 18
076448	Tim Gnos	13	764		OCT 27 / 18
70014209	LOVEDEEP SERRAON	CAT 01	764		OCT / 27 / 18
070617	Kakui Ho	19	764		OCT 27 / 18
014145	Marin Mrsic	CAT 01	764		OCT / 27 / 18
063573	Larry Poon	19	764		OCT / 27 / 18
084185	IAN MELCER	01	764		OCT 27 2018
067130	JOHN REILLY	01	764		OCT 27, 2018
215364	Jenny Tung	01	764		OCT, 27, 2018
215628	GRIZONAL MIN	01	764		OCT 27, 2018
062834	GARY VAN LOO	19	764		OCT 28, 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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As Signed Below,

Name (print)	Category	D.L.#	Signature	Date
Ted Mialkowski	19	140	Ted Mialkowski	Sept 27, 2018
Jeff LAING	01	140	Jeff Laing	Sept 27, 2018
RYAN LUCAS	38	140	Ryan Lucas	Sept 27, 2018
GERALD AIME	01	140	Gerald Aime	Sept 27, 2018
GUY LAVOIE	38	140	Guy Lavoie	Sept 27, 2018
ASIF H KHAN	01	140	Asif H Khan	Sept 27, 2018
MARK THORNTON	01	140	Mark Thornton	Sept 27, 2018
JOE ALEXANDER	01	140	Joe Alexander	Sept 27, 2018
P. SUBARWE	01	140	P. Subarwe	Sept 27, 2018
D. LOKSTEIN	13	140	D. Lokstein	Sept 27, 2018
YAN. J. DUMONT	13	140	Yan. J. Dumont	Sept 27, 2018
JUNIUS ILAG	38	140	Junius Ilag	SEP. 27, 2018
MICHAEL YORSKI	98 (STORES)	140	Michael Yorski	SEPT 27, 2018
MARK LADINI	34	140	Mark Ladini	SEPT 27, 2018
		140		
		140		
		140		
		140		
		140		

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
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SEPARATE VOTE?
CONTRACT?

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
CARL HUNN	41	1681		OCT 1-18
DALE KENNEDY	01			OCT 1-2018
Trevor Fleming	38			OCT-1-2018
DARCY LAMITE	01			OCT-1-2018
SEUNG LEE	01			OCT-1-2018
RORY ROSS	01			OCT-1/2018
JIM LEACH	19			OCT 2/2018
SHADI AL Haddad	01			OCT 2/2018
Math Wiens	01			OCT 2/2018
Math Poulin	38			03 OCT 2018
GIRISH Permitsky	01			4 OCT 2018
RICHARD VAUREDIS	38			04 OCT 2018
Shayne Collie	01			04 OCT 2018
JIN HYUN OHUNG	01			04 OCT 2018
ABDUL AHMAD	01			04 OCT 2018
ARIEL PECOSON	01			05 OCT 2018
M. HOMISTER	38			06 OCT 18
Peter Godue	38			06 OCT 18
Don Peterson	01			08 OCT 18
FATEH RIZVI	01			08 OCT 18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau
DARCY DOMBRASKY
Mike Maurice
Ryan Radder
MIKE GALLAGHER
ALEXO ONO

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

15 OCT 2018
08 OCT 2018
15 OCT 2018
08 OCT 2018



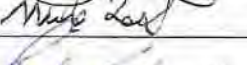



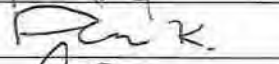

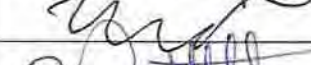




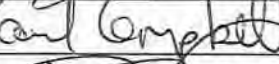



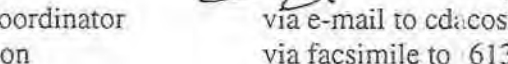


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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
COLIN DAVIS	1			18/10/15
CHRIS BREWSTER	38			18/10/15
MIKE TRICU	38			18/10/15
PAUL SCHAMBER	1			18/10/16
MARK DZIECH	38			18/10/16
Mike Koppenburg	38			18/10/16
Mark Almarid	1			18/10/16
DUSTIN KIM	1			18/10/16
DON MAZUR	1			18.10.16
Howard Badourch	1			18/10/16
Marino PACENTRILLI	1			18/10/16
Rob Van Eyk	1			18/10/16
RICK KESLER	1			18/10/17
Robert Zabrodski	1			18/10/18
DOUG LOUITT	1			20/10/18
PAUL CAMPBELL	1			20/10/18
LANCE SWIEDNICKI	1			20/10/18
DON OKIPNALK	38			20/10/18
BERT SIMPKIN	1			20/10/18
Kicheon Lee	1			21/10/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to 613) 995-9493

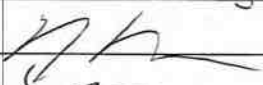

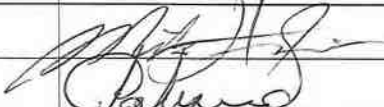









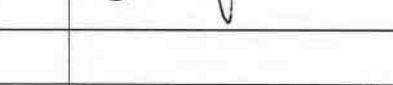
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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
MARC BARIBEAU	1			20/10/2015
JOSEPH FRALCY.	38			18/10/22
MICHAEL FRIESEN	1			18/10/22
NELSON COLMENARES	1			18/10/23
Greg Hannon	38			18/10/24
Shannon Pelham	1			18/10/24
Michael Kummer	1			18/10/24
MALOUK FAHY	1			18/10/24
KEN HICKERSON	1			18/10/26
BRIAN DAVIS	1			18/10/26
RICHARD VAVROG	38			26 Oct 2015
Gianclau Kasiah	1			28/10/18
Louise Baston	38			NOV 05/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to 613) 995-9493

NAME
SAMUEL OTSUKI

CATEGORY
01

L. L.
1681

SIGNATURE
S-OTL

DATE
31.OCT.2018

IAMAW Technical Operations Petition

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
ROBIN MAAS	13	2323		SEPT 26/18
KEON DEHAJLE	01	2323		Sept 28/18
T. NSUTEN	01	2323		Sept 29/18
C. WONG	Planner	2323		Sept 29/18
G.D (Alan) Wei	Planner	2323		SEP 29/18
S. KENNEDY	01	2323		SEPT 29/18
P. Menech	Planner	2323		Sept 29/18
S. CULLEN	EXPEDITE	2323		SEPT 29/18
A. SUTHERLAND	Planner	2323		SEP 29/18
Don MacLean	01	2323		SEP 29/18
JOHN DEERMAN	PLANNER	2323		SEP 29/18
ZAHID HUSSAIN	PLANNER	2323		SEP 29/18
FERNANDO VELOZO	38	2323		SEPT 29-18
TAMAS TORNYOS	01	2323		SEPT-29-18
Ed Lubert	01	2323		SEP 29-18
TIM LOUMBARDAS	01	2323		SEP 29/18
ABDUL HOQUE	38	2323		SEP 29/18
DALE BETO	01	2323		SEPT 30/18
D.G. ALLEN	01	2323		SEPT 30, 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

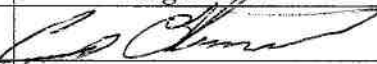
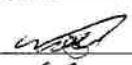
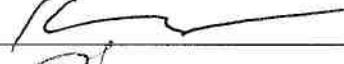
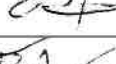



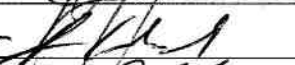

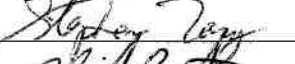

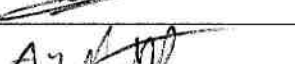
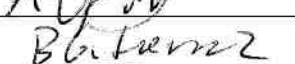
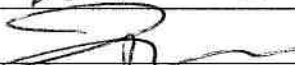
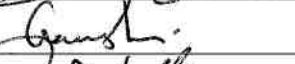


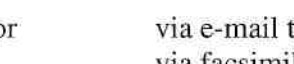

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via facsimile to (613) 995-9493

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Name (print)	Category	L.L.#	Signature	Date
CONNOR OSTROWICZKA	01	2323		Sept 26/2018
NEVILLE SUBRYAN	38	2323		Sep. 26/2018
SUNG HWAN KIM	38	2323		Sep. 26/2018
ABASIONO MORGAN	01	2323		SEP 26/2018
Devin Castillon	01	²³²³ 2323		SEP 26 2018
YOHANNES WEISSEIT	38	2323		Sept 26, 2018
Mark McKeown	01	2323		SEP 26 2018
JAIRO JIMENEZ	13	049138		SEP 26 2018
JOHN KULYK	01	2323		Sep 26/18
WALLY Idriis	38	2323		SEP. 26/18
STEPHEN TANG	38	2323		Sept 26/18
Mike Bates	01	2323		Sept. 26/18
MARK BEE	01	2323		SEPT 26/18
Darryl Best	38	2323		Sept 26/18
Broderick Gutierrez	01	2323		Sept 26, 2018
KOSTOS ZAMBETAS	04	2323		Sept 26, 2018
KUNSIAN ANANDACHANDRAN	01	2323		Sept, 26, 2018
Willard Vallis	38	2323		SEP 26, 2018
Roman Macikula	38	2323		Sept 26 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson




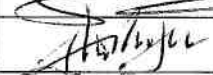
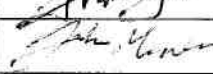

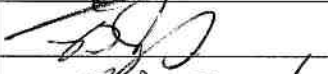
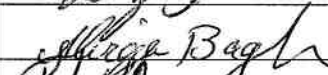

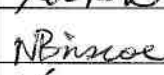




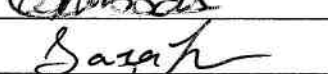




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Name (print)	Category	L.L.#	Signature	Date
DEAN DRINKLE	1	2323		29 OCT 18
Kim, Sung Jung	1	2323		29. oct. 18
Craig Letton	1	2323		29. oct - 18
HOLHYEON JEONG	1	2323		29 OCT 18
John Meneses	1	2323		29 oct 18
Alexander Johns	1	2323		29 oct 18
BRIAN HAMP	1	2323		29 oct 18
ALIREZA BAGHBANDASHI	38	2323		29 OCT 2018
Peter Robbins	38	2323		29 oct 18
NERON BRISCOE	38	2323		29 OCT 18
HARJEET SINGH	38	2323		29 OCT 18
Tim Chodnick	1	2323		30, OCT, 18
LYDIA BRASIL	1	2323		30, OCT, 18
SHAHRAM SHIROODI	38	2323		30, OCT, 18
Soroush S Jahromi	38	2323		30, OCT, 18
Stephen Krausch	13	2323		30, oct. 18
TOMMY LEUNG	1	2323		30 OCT. 2018
RICHARD WONG	38	2323		30 OCT 2018
MARK JASON ALVARAN	38	2323		30 OCT 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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CIRB Chairperson

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Sony Mich	01	2323	[Signature]	Sept 26/18
Stephen R Hall	01	2323	[Signature]	Sep/26/18
VUSKO STOJAKOVIC	01	2323	[Signature]	18/09/2018
Philip Buchanan	01	2323	[Signature]	Sep/26/18
SEONGHEUN AN	01	2323	[Signature]	Sep/26/18
TANJA PERET	01	2323	[Signature]	SEPT 26/18
TOMASZ NOWAK	01	2323	[Signature]	Sep/26/18
Dan Seymour	01	2323	[Signature]	Sep/26/18
Rafal Wozniak	01	2323	[Signature]	Sep/26/18
ARRY JEFFERY	01	2323	[Signature]	SEPT 26/2018
KEITH SEWELL	13	2323	[Signature]	SEPT 26/2018
KIERON AARON ROBERTS	13	2323	[Signature]	SEPT 26/2018
MICHAEL MERRARO	33	2323	[Signature]	SEPT. 26/18
ANDREW ARMSTRONG	13	2323	[Signature]	26-SEP-18
GREGORY DAWSON	13	2323	[Signature]	26/SEP/2018
FERNANDO BOTELHO	01	2323	[Signature]	18/SEP/26
ALEXANDER HALPERN	38	2323	[Signature]	18/09/26
Jared Patrick	01	2323	[Signature]	18/09/26
Kuan-Jen Tseng	38	2323	[Signature]	18/09/26

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
VANUA RODRIGUES DE SOUZA	01	2323		SEP 26-2018
Roger FERNANDES	01	2323		SEPT-26-18
YANKO MARKOV	01	2323		SEP26/18
NASIR ALI/1	38	2323		Sep 26/2018
PHILIP J GREEN	AT	2323		Sept. 26/18
PATEL KEN	38	2323		SEP 26/18
JOSÉ HERRIGUER	010001	2323		Sept 26/18
RAT PATEL	38	2323		SEP 26/2018
JERRY JEYAMONY	38	2323		SEP 26/2018
DONALD YUSUF	13	2323		Sept 26/2018
Al Simpson	01	2323		Sept 27/2018
RON NERI	01	2323		SEPT 27/2018
KWEEI YIP	01	2323		SEP 27/2018
RODOLFO GORRONEZ	01	2323		SEP 27/2018
MARK METE	01	2323		Sept. 27/2018
ALEX ALONZO	01	2323		27 SEP. '18
JOSEPH PODCOWIC	01	2323		27 SEP 18
SVETISLAV DANILOVIC	01	2323		27 SEP 18
Wayne FAZZAN	01	2323		27 SEP 18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Yin Wei Mao	Cat 01	2323	Yin Wei Mao	Sept 26, 2018
Fatah Quori	Cat 01	2323		Sept. 26, 2018
YU CHAN LEE	CAT 01	2323	Y Chan Lee	Sept. 26, 2018
ANDREW SALONGA	CAT 01	2323	Andrew Salonga	Sept 26, 2018
MARK SMITH	CAT 01	2323	Mark Smith	Sept 27, 2018
ADARA B. HAREK	' '	2323	Adara B. Harek	SEPT-27-2018
Jeffery Campbell	Cat 01	2323	Jeffery Campbell	SEPT 27th 2018
FAIRY PAN	Cat 38	2323	Fairy Pan	Sept 28, 2018
TOM KIM	STOCKER	2323	Tom Kim	SEPT 28 2018
Peter Spinelly	STOCKER	2323	Peter Spinelly	Sept 28 / 2018
Steve Singh	CAT 01	2323	Steve Singh	SEPT 27/2018
M. TATHIRI	CAT 38	2323	M. Tathiri	SEP 27/2018
J. DIDIANO	CAT 38	2323	J. Didiano	Sept 27/18
Ralph Evangelista	CAT 01	2323	Ralph Evangelista	Sept 27/18
Behruz Sadeh	CAT 01	2323	Behruz Sadeh	Sept 27, 18
Peter Mandi	CAT 01	2323	Peter Mandi	Sept 27, 2018
ANNE MARIE STRUCK	COM	2323	Anne Marie Struck	SEPT 27/2018
Kurt	STE	2323	Kurt	Sept 27 / 2018
R. Dhaliwal	STE	2323	R. Dhaliwal	Sept 27/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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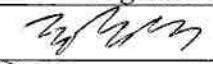






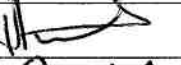
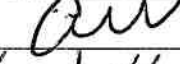
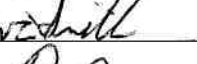



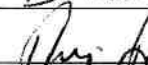




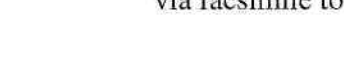
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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
DOUGIE CHING	38	2323		27 SEPT, 2018
Daniel Chen	38	2323		27 SEP 2018
REINALDO GONZALEZ	38	3234		27 Sep 2018
Terry Harrison	38	2323		27 Sep 2018
ALDWIN MALEMO	38	2323		27 SEP 2018
Dale Goffton	01	2323		27 Sept 18
ANDREA WILLIAMS	23	2323		SEP/27/18
Ray Mediner	01	2323		2018/09/27
ANTHONY NIAMAT	38	2323		2018/09/27
Stephen Ling	01	2323		2018/09/27
KEVIN SMITH	01	2323		2018/09/27
Muhamad Daud	38	2323		2018/09/27
Jana Mearns	38	2323		2018.09.27
sp. tyukin	38	2323		2018.27.09
KEN BAILEY	13	2323		2018/09/27
DIEGO MURILLO	13	2323		2018/09/27
Brenda Allen	STKP	2323		SEP 28/18
BRIAN WILCOCK	01	2323		SEPT 28/18
MARK McCAMBRIDGE	01	2323		SEPT. 28/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Danny DiMonte	38	2323		Sept 26, 2018
PETER VERHA	38	2323		"
CHRIS KRISHNAN	01	2323		SEP 26, 2018
Michael G. Hunt	01	2323		Sept 26, 2018
Dean Reavie	13	2323		Sept 26, 2018
VASCO CALHAN	38	2323		Sept 26, 2018
LOWENSTERN THOMPSON	38	2323		SEP 26, 2018
Badi Baichan	STARR	2323		SEP 26, 2018
ANGELO FINISTELLO	STARR	2323		SEP 25-2018
TODD DOYLE	13	2323		Sept 26, 2018
Steve GRIGOROPoulos	01	2323		Sept 26, 2018
ANDREW CUIRN	01	2323		SEPT 26, 2018
SIROJ SUWANNATAN	01	2323		SEPT 26, 2018
Sehyung Cho	38	2323		Sept 26, 2018
BRIAN OUTINEN	01	2323		2018-09-26
Jerry Taylor	01	2323		Sept 26, 2018
Mike Ross	01	2323		09-26-18
JESUS CONCEPCION	38	2323		09-26-2018
ANGELITO SAMSON	01	2323		9-26/2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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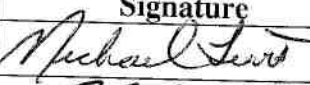










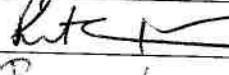





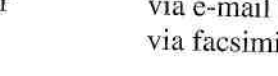
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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
MIKE LEWIS	01	2323		Sept 26/2018
Mark Ellis	1	2323		Sept 26/2018
DAVID HEDAYATI	38	2323	D. Hedayat	SEP 26/2018
LAUREUS BARTMANN	38	2323		SEP 26/2018
ALEXANDAR KRSTIC	01	2323		26 SEP 2018
FRANK SANDALONI	01	2323		26 SEPT. 18
Paulo Novo	01	2323		26 Sept 18
HANI SALIB	38	2323		26 SEPT 18
ROBERT WIGLE	38	2323		26 SEP 18
BILL TINSLE	38	2323 90316		26 SEP 18
JIM NG	38	2323 68479		26 SEP 18
CHRIS PATCHETT	1	2323		26 SEPT 18
PERO LISEC	01	2323		26 SEP 2018
PETER VARLOKOSTIA	38	2323		26 SEPT 2018
BARRY O'BRIEN	01	2323		26 SEPT 2018
KIAZ MALIK	38	2323 81677		26/9/18
SHAMECE KHAN	01	2323 22207		26/9/18
Jeongwooseog Park	01	2323		26/9/18
VINCENTO PATRIZI	01	2323		26/09/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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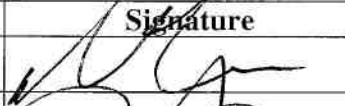

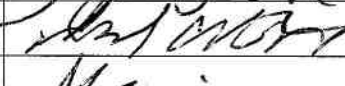
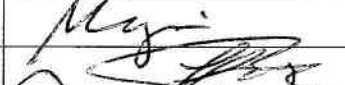

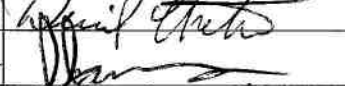


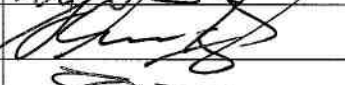








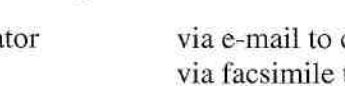
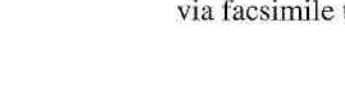
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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
RONALD PIERRE	01	2323		2018/09/26
JOE DOLEZAR	38	2323		2018/09/26
DANNY CONTARDO	38	2323		18/09/26
ERREN REGIO	38	2323		18/09/26
LUNG SANG CHUNG	01	2323		18/09/26
HEATON DAVID	01	2323		18/09/26
JOHN TANAS	01	2322		18/09/26
I. RUKESAR	13	2323		18/09/26
Neil Dowie	01	2323		18/09/26
NIGEL SPOKERSIOGH	01	2323		18-09-26
DALE CHOW	01	2323		18/09/26
RANDY GREF	01	2323		2018/09/26
JASON MAON	01	2323		2018/09/26
Jeremias Apatan	01	2323		2018/09/26
Joseph Lee	01	2323		2018/09/26
JAMES MOYER	01	2323		18-09-26
JAADANE	38	2323		18/09/26
PAT MSAHA	38	2323		18/09/26
MUHAMMAD JAWIED	38	2323		18/09/26

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Neil Buxton-Carr	38	2323		Sgt 26/18
Steven Louisa	COM44	2323	Steven Louisa	Sept 26/18
Byron Green	COM1	2323	Renee	Sgt 26/18
ZAGHAM MIRZA	38	2323	Zagham	26 SEP 18
CHRIS GODINEZ	38	2313	Chris Godinez	26 SEP 18
George Kwapal	38	2343	George Kwapal	26 SEP 18
Kristen Jimenez	01	2323	Kristen Jimenez	26 SEPT 18
KRIS JUANNE JIMENEZ	01	2323	Kristen Jimenez	26 SEPT 18
IAZ KHAN	38	2323	IAZ KHAN	26 SEPT 18
Shawn Mantoy	19	2323	Shawn Mantoy	26 SEPT 18
HOWIE WALKER	19	2323	Howie Walker	26 SEPT 18
DOMMID SINCLAIR	19	2323	Dommid Sinclair	26 SEPT 18
Shane Boonstra	19	2323	Shane Boonstra	26 Sept 18
Jiahui Lu	19	219986-2323	Jiahui Lu	26 Sept 18
MIKE McDONALD	01	2323	Mike McDonald	26/09/18
BRADEN GREEN	01	2323	Braden Green	26/09/18
Stan Louisa	01	2323	Stan Louisa	26/09/18
RICHARD WILKINSON	01	2323	Richard Wilkinson	26 Sept 2018
ZARIF KHALID	38	2323	Zarif Khalid	26 Sept 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson


















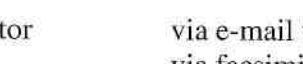

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Name (print)	Category	L.L.#	Signature	Date
Dongbin Chang	CAT 38	2323		Sept. 26, 2018
DEAN FUDGE	CAT 38	2323		Sept 26/18
CORRADO ZANDARA	CAT 01	2323		Sept 26/18
William Chow	CAT 01	2323		Sept. 26, 2018
CARMELO RUSCICA	CAT 38	2323		Sept. 26/2018
Cezar Paraiian	CAT 01	2323		Sept 26/2018
JOHN KAMINSKI	CAT 01	2323		Sept. 26, 18
Tom MARLETT	CAT 01	2323		SEPT 26 18
ROBERTO MURANO	CAT 01	2323		Sept 26 18
ANIL NAIPAL	CAT 01	2323		Sept. 26/18
SOHAIB BADAR	CAT 01	2323		SEP 26/18
KAMRAN KHAN	CAT 38	2323		SEPT 26/18
SEUNGMOOK YOON	CAT 01	2323		SEP 26/18
HUGO PEREIRA	CAT 01	2323		SEP 26/18
GREG TSHKAWAN	CAT 01	2323		Sept 26/18
Javad Nazimy	CAT 01	2323		SEPT/26/18
SAM ATASHIN	CAT 01	2323		SEPT/26/18
ROB VAN GEMERT	CAT 13	2323		SEPT/26/18
ADAM DILLABOUGH	CAT 01	2323		18/09/27

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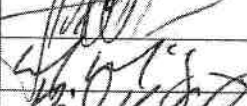
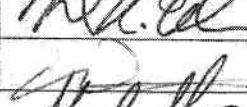
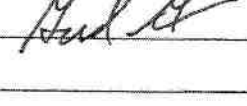

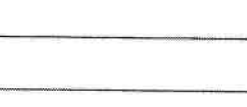
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As Signed Below,

Name (print)	Category	D.L.#	Signature	Date
MICHAEL KOROLYIL	1	140		18/10/07
TIM BELL	1	140		7 Oct 18
Michael McCoy	38	140		18/10/07
MIKE CLARKSON	1	140		18/10/12
WARREN ZUK	01	140		18/10/12
gord garvie	98	140		18/10/12
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IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the **Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit** apart from the Airports & Cargo Operations as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations. As Signed Below,

[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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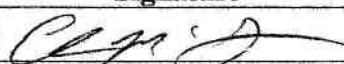
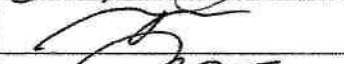





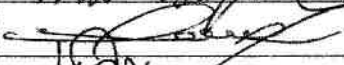
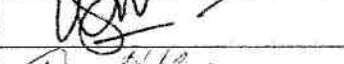
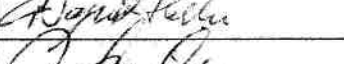



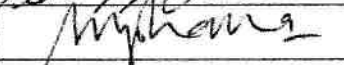


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Name (print)	Category	L.L.#	Signature	Date
CHRISTOPHER MCINTOSH	01	140		09/30/18
Brian Voo	01	140		09/30/18
Jaesung Lee	38	140		09/30/18
Lila Cebantos	38	140		09/30/18
CHARLES TWOJCEK	01	140		09/30/18
DAVID DIAZ	38	140		09/30/18
MOHAMMAD RAQIB	Planner	140		09/30/18
MIRKO STEFANICS	Planner	140		09/30/18
ROBERT VELASQUEZ	PLANNER	140		10/01/18
WYNN THOMAS	PLANNER	140		10/01/18
NAJIM HASSAN	PLANNER	140		10/02/18
JOSHUA WISE	PLANNER	140		10/03/2018
Brian Viverton	Planner	140		10/03/2018
DAVID CLEMMONT	Planner	140		10/04/2018
RICK MILJKOVIC	Planner	140		10/04/2018
RAMECH LEKHWANI	PLANNER	140		10/04/2018

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Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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[illegible]

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Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

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31

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CIRB Chairperson

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Name (print)	Category	L.L.#	Signature	Date
KEVIN MERRITT	1	2323	K. Merritt	30 OCT 18
ZORAN PIRIVAC	1	2323	[Signature]	30 OCT 18
SHARON PIMAIL	1	2323	[Signature]	30 OCT 18
Indrajit Banwait	01	2323	[Signature]	30 OCT 2018
Byeong Chan Kang	01	2323	[Signature]	30 OCT 2018
JUNGHO MOON	1	2323	[Signature]	30 OCT 2018
LUKASZ MORDEK	01	2323	[Signature]	30 OCT 2018
CHRIS STOKES	1	2323	[Signature]	30 OCT 2018
Diego Alonzo	01	2323	[Signature]	OCT 30, 2018
Behruz Sadeghi	01	2323	[Signature]	OCT 30 2018
CHRISTOPHER COOPER	01	2323	[Signature]	OCT 30 2018
BRENT YEADON	01	2323	[Signature]	OCT 30 2018
Shawn Warburton	01	2323	[Signature]	OCT 30 2018
Mike Gerasopoulos	01	2323	[Signature]	OCT 30 2018
KAROL EVANGELISTA	01	2323	[Signature]	OCT 30/2018
Blaine Cummings	01	2323	[Signature]	OCT 30/2018
GARY KALEAS	01	2323	[Signature]	OCT 30/2018
JAMSHED NOORUZZI	01	2323	[Signature]	OCT 30 2018
JAVED HANIES	01	2323	[Signature]	OCT 30 2018

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson









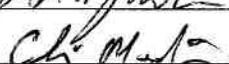
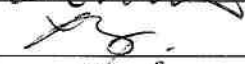



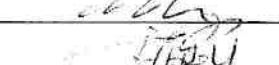




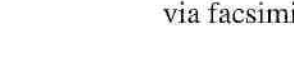
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via facsimile to (613) 995-9493

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Name (print)	Category	L.L.#	Signature	Date
JOEL GARROVILLO	CAT-13	2323		2018-10-30
ROB FORBES	CAT-13	2323		2018-10-30
WALLY BALOGUN	CAT-13	2323		2018-10-30
JOHN K BOSS	CAT 13	2323		2018-10-30
IAN WALSH	CAT 38	2323		2018-10-30
BRAKO AMIZIZ	CAT 01	2323		2018-10-30
SAMY SAYED	CAT 01	2323		2018-10-30
CHRIS EATON	CAT 01	2323		2018-10-30
Peter Pierzchala	CAT 01	2323		2018-10-30
Chris Medard	CAT 01	2323		2018-10-30
YADING FANG	CAT 01	2323		2018-10-30
Marcus Saman	CAT 01	2323		2018-10-30
Steven Rideout	CAT 38	2323		2018-10-30
CHRISTOPHER FRANCES	CAT 13	2323		2018-10-30
MICHELLE MORIN	CAT 38	2323		2018-10-30
FAIRY PAN	CAT 38	2323		2018-10-30
STEPHEN CHANG	CAT 01	2323		2018-10-30
Andrey Barkhatov	CAT 01	2323		2018-10-30
MARIA DAVID	CAT 38	2323		2018-10-30

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Angelo HESSINA [619188]	01	1751	[Signature]	18/09/23.
MOHAMED REDA AMIR [201701]	38	1751	[Signature]	18/09/23.
Joseph Gergis [201701]	01	1751	Joseph	18/09/23.
BILAL TAYEH [201701]	01	1751	[Signature]	18/09/23.
GONZALO RODRIGUEZ [201701]	01	1751	[Signature]	2018/09/23
ANTONIO BOCCIA [201701]	13	1751	[Signature]	2018/09/24
Saswido Diaz [201701]	01	1751	[Signature]	2018/09/24
Maxime Legare [201701]	01	1751	[Signature]	18/09/24
Mohamed Elsayed [201701]	33	1751	[Signature]	18/09/24
TOUFIK ALLAF [201701]	01	1751	[Signature]	2018/09/24
Kasra Amani [201701]	38	1751	[Signature]	24/09/2018
POUL SAMBAY [201701]	38	1751	[Signature]	2018-09-24
ERIC GRIMM [201701]	01	1751	[Signature]	2018/09/24
Julien Lacroix [201701]	01	1751	[Signature]	2018/09/24
Vincent [201701]	38	1751	[Signature]	2018/09/24
ALI ADOONIS JABER [201701]	01	1751	[Signature]	2018-09-24
ERIC CYLLENNE [201701]	01	1751	[Signature]	2018/09/24
VIVIAN OWEN MOSS [201701]	01	1751	[Signature]	2018/09/24
XAVIER PALLARES [201701]	01	1751	X. Pallares	2018/10/02

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

AIMTA Pétition Opérations Techniques

Par courriel: spickthall@iamaw.org fhospes@iam140.ca

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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
GASTAN SOULIERE	1	078446		18/09/30
ROLAND VROYE	1	093226		18/09/30
ANDRE PARENT	19	071400		18/09/30
SERGE NORMANDEAU	38	068810		18/09/30
ANDRÉ LEBDEUT	38	054655		18/09/30
Costa Halanides	1	078232		18/09/30
STEVEN SALMON	13	077516		18/09/30
Mark Kacoti	01	044154		18-09-30
JOHN HOCK	13	043807		18-09-30
KEVIN KOKERAM	01	02148		18-09-30
Todd Giroux	M/Plm	0751		29/10/18
CHANTAL BROCKLEAU	1	08175		29/10/2018
Alix Marchand Vaillancourt	38	217055		29/10/2018

cc: Confrère Carlos Decosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

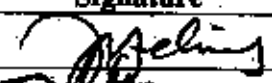


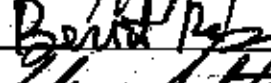






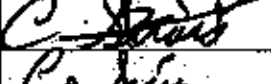


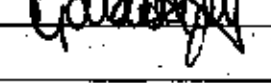
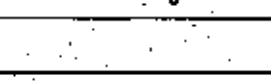
Par courriel: cdecosta@iamaw.org
via télécopieur au (613) 995-9493

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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
Elie Yomeni Yam	27			08 Nov 18
Nuylane Schilleman	27			08 Nov 2018
Duali Abdelhapid	27			9 Nov 2018
BEVOT RODGONS	24			8 Nov 2018
SYLVAIN AUGERIN	24			9 Nov. 2018
Viohine Amyot	27			9 Nov. '18
Christian Tremblay	24			9 Nov 18
Michel Lalonde	27			9 Nov 18
JOER VOZEL	27			9 Nov 18
ERIC COUTURE	25			9 Nov 18
Patrick Desilets	14			9 Nov 18
Ben Tebarani	27			9/11/18
Christian Simon	14			9/11/18
SYLVAIN MONTMAYN	14			9/11/18
Edouard Artois	14			12/11/18

cc: Confrère Carlos Dacosta
Mrs Ginette Brazzan

Coordinateur Transport aérien
Présidente CCRI

Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 993-9493

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Coordinateur Transport aérien
Présidente CCRI

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via télécopieur au (613) 995-9493

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CIRB Chairperson



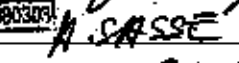
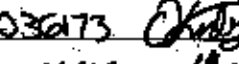
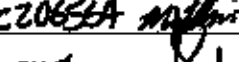
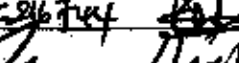
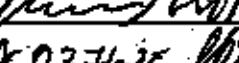
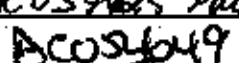


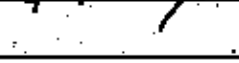
via e-mail to cdacoona@iamaw.org
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Nom (majuscules)	Catégorie	S.L.#	Signature	Date
David Perceault	CAT 02	1751		02 OCT 2018
STAN MATYS	CAT 01	1751		08/OCT/2018
A BELAZIO SASSÉ	CAT 19	1751		08/OCT/2018
David Kirbyson	Stockkeeper	1751		14/11/2018
MATTHEW GAILO-TOSQUIS	Stockkeeper	1751		14/11/2018
EMILY AMEL HOSPEL	CAT 01	1751		14/11/2018
FRANÇOIS GONTE	CAT 13	1751		15/10/18
John Pouty Jr	CAT 13	1751		16/10/18
Chris Lalonde	CAT 19	1751		17/11/18
MARIO BERGERON	CAT 1	1751		18 Nov. 2018
ANDRÉ LEBURE	CAT 38	1751		18/11/19

cc: Confrère Carlos Dacosta
Mrs Ginette Brazeau

Coordinateur Transport aérien
Présidente CCRI

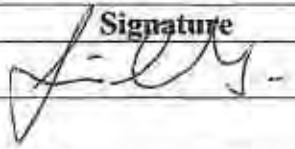
Par courriel: cdacosta@iamaw.org
via télécopieur au (613) 995-9493

IAMAW Technical Operations Petition

By e-mail: spickthall@iamaw.org fhospes@iam140.ca

To: Brothers Stan Pickthall and Fred Hospes,
International Association of Machinists and Aerospace Workers
18 Wynford Drive, Suite 310
Toronto, Ontario M3C 3S2

We, the undersigned IAMAW Members of District Lodge 140, respectfully request that the IAMAW grant the members of the **Technical Services & Logistics and Supply group of Air Canada their own Bargaining Unit apart from the Airports & Cargo Operations** as an enhancement to the current collective bargaining structure. These two groups have distinctly different "community of interest" and by granting this request, it will enable both groups within the IAMAW to negotiate and ratify all future tentative agreements brought forth by their respective negotiating teams for all future negotiations. As Signed Below,

Name (print)	Category	L.L.#	Signature	Date
Jamie Shanks	13			Nov 19/18

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

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[illegible]

cc: Brother Carlos Dacosta
Mrs Ginette Brazeau

Air Transport Coordinator
CIRB Chairperson

via e-mail to cdacosta@iamaw.org
via facsimile to (613) 995-9493

TAB 41

**INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE WORKERS
ASSOCIATION INTERNATIONALE DES MACHINISTES
ET DES TRAVAILLEURS ET TRAVAILLEUSES
DE L'AÉROSPATIALE**



Office of the Canadian General Vice-President • Bureau du Vice-président général canadien

IAMAW Canada, 18 Wynford Drive, #310, Toronto, Ontario M3C 3S2

TEL: 416.386.1789 • FAX: 416.386.0210 • info@iamaw.ca • IAMAWCanada @IAMAWCanada



January 18, 2019

Attention: Fred Hospes, PDGC – District Lodge 140
Rob Ronyk, President – Local Lodge 714
Chris Hiscock, President – Local Lodge 764
James Burden, President – Local Lodge 1681
Andrew MacFarlane, President – Local Lodge 1763
Maxime Nicole, President – Local Lodge 1751
Dave Flowers, President – Local Lodge 2323

Re: IAMAW Technical Operations Petition

Dear Sirs and Brothers:

As you are aware, in late November a petition was emailed to my office requesting that the IAM “grant” the members of Tech Ops and Logistics and Supply groups their own bargaining unit separate and distinct from the Airports and Cargo Operations group. In essence, the proponents seek to split the current bargaining unit into two smaller bargaining units.

This request comes at a critical time, where the IAM is headed into negotiations with Air Canada, and where a united approach of the entire TMOS group at the bargaining table is crucial to getting a fair agreement on behalf of all members within the bargaining unit. As the saying goes: “United we bargain. Divided we beg!”

I have discussed this petition at various levels within the IAM, including proponents of the petition, and leaders within District 140 and its affiliated Local Lodges. I have also sought a legal opinion on the issues raised. In the result, after a great deal of consideration, I am not persuaded that this course of action is either desirable or achievable.

In brief, my reasons are as outlined below:

1. The IAM does not have the legal right or authority to split the bargaining unit into two smaller units. This authority is exclusively vested in the Canada Industrial Relations Board (CIRB). This principle is well established in law; as a result, the IAM does not hold the legal right to “grant” a separate bargaining unit to the Tech Ops groups.
2. The CIRB does not and has not supported splitting of large units into smaller units, and has in practice more frequently merged smaller units into a single large unit. In the CIRB caselaw since the late 1970’s the appropriateness of a bargaining unit is measured primarily by its viability – the ability to reach a Collective Agreement. The TMOS unit is demonstrably viable, as it has consistently reached collective agreements since its inception.



3. The board's stated reasons for their policy include: industrial stability in negotiations and labour relations; viability of the bargaining unit; stability for the traveling public and other workers in the workplace; avoiding multiple opportunities for labour disruptions.
4. We are currently at the bargaining table with Air Canada. This is a time for Solidarity among all the members of the current bargaining unit. Efforts to divide the group will only serve the interests of the employer by creating division and distraction.
5. In 2001, the CIRB examined in detail the question of how to structure the current unit following the merger of Air Canada and Canadian Airlines. At that time the Board considered whether to create a single bargaining unit or two smaller ones. They formed the existing unit, stating: "If the present situation is considered, none of the compelling reasons for fragmentation of a larger unit appear. The divergent community of interest is slight and has previously been accommodated within a single collective agreement, and no geographical concern has been raised."
6. Historically, the IAM has dealt with two separate applications resulting in CIRB decisions (CALATA in 1980 and CAMA in 2005). The IAM has consistently taken the position at the Board that the unit currently in place is appropriate for bargaining, and should not be split; this petition asks IAM to reverse its position on these matters. In both of the above decisions the Board declined to separate the Tech Ops groups from the larger unit for reasons previously stated.
7. Splitting the bargaining unit is not in the best interests of the overall membership of the IAM as represented under the current larger group. The Union has a legal obligation to make decisions in the best interests of all members within the bargaining unit at Air Canada, including both the Tech Ops group and the Airports/Cargo group. In my view, and on review of all the factors, splitting this bargaining unit would be a substantive disservice to the vast majority of those members.

As you are certainly aware, there was a great deal of pressure to support the Tech Ops having their own bargaining table during the upcoming round of negotiations. After significant discussion, and consideration of all points of view on this matter, I instructed that the bargaining committee proceed with the "two-table" approach that was used in 2012 and 2016. With six of the twelve elected bargaining committee representatives coming from Tech Ops classifications across the country, it is clear that the interests of the Tech Ops group are fully represented in these negotiations as a direct result of the existing rules about the composition of the bargaining committee and the "two-table" structure.

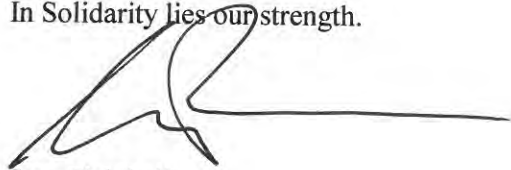
I personally have been criticized for the decision to go back to a two-table approach, seen by some as appealing to the Tech Ops group's demands. However, I believe it was the right decision for reasons that have been stated previously. To be clear, the current structure allows the bargaining strength of the whole unit to be applied to the benefit of all members in achieving the bargaining aims of both tables.

On the present question raised by this petition, I do not believe that it will serve the best interests of the entire membership of the Local Lodges involved, of the bargaining unit presently in place, or of the IAM. Additionally, for reasons stated above, it is not within my jurisdiction to make such a "grant"; that authority is solely held by the CIRB. As a result, I do not endorse, support, or approve the request for a separate bargaining unit.



In summary, it is my view that now is a time for all IAM members at Air Canada to stand together and focus their energies on supporting their Negotiations Committee as they commence bargaining in the coming weeks.

In Solidarity lies our strength.



Stan Pickthall
General Vice President

SP/cr
encl.



TAB 42

[REDACTED]

Attention; Air Canada Negotiations Committee

Please be advised that the Office of the International President has presented Article L charges, in accordance with the IAMAW constitution, against Brother Jim Burden for conduct unbecoming an Officer and Member.

Due to the serious nature of the charges, Brother Burden has been temporarily suspended effective immediately.

He is to take no action to represent the District 140 or the IAM in any official capacity.

This is a temporary step pending the outcome of the Article L process.

I will advise when there is more information to forward.

Best Regards,

Dave Flowers
IAMAW
President & Directing General Chairperson District 140
2580 Drew Rd
Mississauga ON,
L4T 3M5
(905)671-3192
dflowers@iam140.ca

This message is directed in confidence solely to the persons named above. This message contains privileged confidential information which is not to be disclosed. If you are not an intended recipient of this message or an authorized representative thereof, please contact the sender at (905-671-3192) and then destroy this message as well as all existing copies. Any utilisation of this message by a person other than an intended recipient thereof is strictly forbidden.

Ce message est destiné uniquement aux personnes indiquées dans l'en-tête. Ce message contient une information privilégiée, confidentielle et ne pouvant être divulguée. Si vous n'êtes pas un destinataire envisagé de ce message ou une personne autorisée à le recevoir, veuillez communiquer avec l'expéditeur au (905-671-3192) et ensuite détruire ce message ainsi que toutes les copies pouvant exister. Toute utilisation de ce message par une autre personne qu'un destinataire envisagé de celui-ci est strictement défendue

TAB 43

Air Canada and IAMAW Reach New 10-Year Agreement Subject to Ratification on Contract Terms

NEWS PROVIDED BY

Air Canada →

Dec 18, 2015, 23:04 ET

New contract covers technical maintenance, airport ramp and cargo personnel

MONTREAL, Dec. 18, 2015 /CNW Telbec/ - Air Canada and the International Association of Machinists and Aerospace Workers (IAMAW) today announced they have reached a new agreement, subject to ratification, on collective agreement terms for ten years. The IAMAW represents 7,500 Air Canada employees who work in technical maintenance and as operational support employees at airports handling baggage and in Air Canada Cargo.

"This new agreement with the IAMAW on collective agreement terms for ten years is an important achievement that will support long-term and profitable growth at Air Canada and one that recognizes the important contribution of IAMAW members. Moreover, it will benefit all stakeholders by giving our company more certainty and flexibility, while at the same time providing stability for our employees," said Calin Rovinescu, President and Chief Executive of Air Canada. "This is now our sixth agreement -- the third with terms for 10 years -- that we have reached with our unions over the past year. As such, it is a further confirmation of the collaborative partnership Air Canada and its employees enjoy and our shared focus on taking care of customers and building one of the world's leading international carriers."

The agreement is subject to ratification by IAMAW's membership as well as to certain openers over the 10-year period. Details of the agreement will not be released pending ratification by IAMAW and approval by the Air Canada Board of Directors.


The union will recommend ratification to its members and the Company will seek the Air Canada Board of Directors' approval for the agreement promptly.

This agreement with IAMAW, subject to ratification, follows on the conclusion in November 2015 of a new agreement with Air Canada's 6,500 flight attendants on collective agreement terms for ten years. It is the sixth agreement reached by Air Canada and its unions, including those with ACPA, representing the airline's 3,000 pilots, Unifor representing the airline's 4,000 Customer Service and Sales Agents in Canada, the International Brotherhood of Teamsters (IBT) representing its U.S. unionized workforce and UNITE representing its U.K unionized workforce.

About Air Canada

Air Canada is Canada's largest domestic and international airline serving more than 200 airports on six continents. Canada's flag carrier is among the 20 largest airlines in the world and in 2014 served more than 38 million customers. Air Canada provides scheduled passenger service directly to 63 airports in Canada, 52 in the United States and 86 in Europe, the Middle East, Africa, Asia, Australia, the Caribbean, Mexico, Central America and South America. Air Canada is a founding member of Star Alliance, the world's most comprehensive air transportation network serving 1,321 airports in 193 countries. Air Canada is the only international network carrier in North America to receive a Four-Star ranking according to independent U.K. research firm Skytrax. For more information, please visit: www.aircanada.com, follow @AirCanada on Twitter and join Air Canada on Facebook.

Caution Regarding Forward-Looking Information

Air Canada's public communications may include forward-looking statements within the meaning of applicable securities laws. Forward-looking statements, by their nature, are based on assumptions and are subject to important risks and uncertainties, including those described in this news release. Forward-looking statements cannot be relied upon due to, amongst other things, changing external events and general uncertainties of the business. Actual results may differ materially from results indicated in forward-looking statements due to a number of 

factors, including without limitation, industry, market, credit and economic conditions, the ability to reduce operating costs and secure financing, pension issues, energy prices, employee and labour relations, currency exchange and interest rates, competition, war, terrorist acts, epidemic diseases, environmental factors (including weather systems and other natural phenomena, and factors arising from man-made sources), insurance issues and costs, changes in demand due to the seasonal nature of the business, supply issues, changes in laws, regulatory developments or proceedings, pending and future litigation and actions by third parties as well as the factors identified throughout Air Canada's public disclosure file available at www.sedar.com. Any forward-looking statements contained in this news release represent Air Canada's expectations as of the date of this news release and are subject to change after such date. However, Air Canada disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except as required under applicable securities regulations.

SOURCE Air Canada

For further information: Isabelle Arthur (Montréal), Isabelle.arthur@aircanada.ca, 514 422-5788; Peter Fitzpatrick (Toronto) peter.fitzpatrick@aircanada.ca, 416 263-5576; Angela Mah (Vancouver), angela.mah@aircanada.ca, 604 270-5741; aircanada.com

TAB 44



Annual Report 2016



AIR CANADA

A STAR ALLIANCE MEMBER

As at December 31, 2016, in aggregate, 24,293,473 shares or 8.9% of total issued and outstanding shares of Air Canada were held by Air Canada employees and unions, including 17,647,059 shares held under a trust arrangement in connection with pension arrangements concluded in 2009.

Labour

Starting in 2014, Air Canada entered into multiple long-term labour agreements with unions representing its unionized workforce, a concrete indication of the collaborative partnership supporting its transformation into a global champion. These agreements include the following:

- Unifor (Customer Service and Sales Agents) - In the second quarter of 2015, Air Canada and Unifor, representing the airline's approximately 4,000 customer service and sales agents, concluded a contract providing collective agreement terms for five years, ending February 28, 2020.
- CUPE (Flight Attendants) - In the fourth quarter of 2015, Air Canada and CUPE, representing over 7,000 flight attendants, concluded a contract providing collective agreement terms for 10 years, ending March 31, 2025, subject to certain renegotiation provisions over this period.
- IAMAW (Maintenance, Operations and Baggage) - In the first quarter of 2016, Air Canada and the IAMAW, representing approximately 7,500 technical maintenance, operational support and airport baggage handlers, concluded a contract providing collective agreement terms for 10 years, ending April 1, 2026, subject to certain renegotiation provisions over this period.
- ACPA (Pilots) - In the fourth quarter of 2014, Air Canada and ACPA, representing approximately 3,000 pilots, concluded a contract providing collective agreement terms for 10 years, ending September 29, 2024, subject to certain renegotiation provisions and benchmarks over this period.
- CALDA (Dispatchers) - In the first quarter of 2016, Air Canada and CALDA, representing flight dispatchers, concluded a contract providing collective agreement terms for 12 years, ending February 29, 2028, subject to certain renegotiation provisions over this period.

Corporate Sustainability Report

In 2016, Air Canada released Citizens of the World, the airline's fifth corporate sustainability report ("CSR"), providing an update on Air Canada's performance during 2015 in four key areas of sustainability: safety, the environment, employee well-being and the airline's community involvement. In early 2017, Air Canada was recognized by the Finance and Sustainability Initiative (FSI) with the "2017 Award for Best Corporate Sustainability Report – Transportation" in Canada. FSI reports that this annual competition aims to promote excellence in sustainable development reporting among Canadian public companies.

05 Overview

In 2016, Air Canada generated operating income of \$1,345 million and net income of \$876 million or \$3.10 per diluted share. In 2016, Air Canada recorded adjusted net income of \$1,147 million or \$4.06 per diluted share and generated record EBITDAR of \$2,768 million. EBITDAR, adjusted net income and adjusted earnings per diluted share are non-GAAP financial measures. Refer to section 19 "Non-GAAP Financial Measures" of this MD&A for additional information.


In the fourth quarter of 2016, Air Canada generated operating income of \$18 million and a net loss of \$179 million or \$0.66 per diluted share. In the fourth quarter of 2016, Air Canada recorded adjusted net income of \$38 million or \$0.14 per diluted share and EBITDAR of \$455 million.





Rapport annuel 2016



MEMBRE DU RÉSEAU STAR ALLIANCE 

Pour favoriser l'instauration d'une culture d'entreprise axée sur la transformation et la performance, Air Canada s'est dotée d'un programme de participation aux bénéfices qui récompense les employés admissibles pour leur apport et leur permet de participer à la réussite financière de la compagnie aérienne.

Au 31 décembre 2016, un total de 24 293 473 actions, soit 8,9 % du total des actions émises et en circulation, étaient détenues par des employés et des syndicats d'Air Canada, notamment 17 647 059 actions détenues aux termes d'un accord de fiducie signé dans le cadre d'accords visant les régimes de retraite conclus en 2009.

Relations de travail

Depuis 2014, Air Canada a conclu plusieurs conventions collectives avec les syndicats représentant ses effectifs syndiqués, indice tangible du climat de partenariat et de collaboration qui préside à sa transformation en un chef de file à l'échelle mondiale. Ces conventions collectives comprennent notamment les suivantes :

- Unifor (agents – Ventes et Service clientèle) – Au deuxième trimestre de 2015, Air Canada et Unifor, qui représente les quelque 4 000 agents – Ventes et Service clientèle de la compagnie aérienne, ont conclu une convention collective d'une durée de cinq ans, qui expire le 28 février 2020.
- SCFP (agents de bord) – Au quatrième trimestre de 2015, Air Canada et le SCFP, qui représente plus de 7 000 agents de bord, ont conclu une convention collective d'une durée de dix ans, qui expire le 31 mars 2025, sous réserve de certaines clauses de renégociation durant cette période.
- AIMTA (employés de l'appui technique et de l'entretien, du soutien opérationnel et bagagistes) – Au premier trimestre de 2016, Air Canada et l'AIMTA, qui représente environ 7 500 employés de l'appui technique et de l'entretien, du soutien opérationnel et bagagistes, ont conclu une convention collective d'une durée de dix ans, qui expire le 1^{er} avril 2026, sous réserve de certaines clauses de renégociation durant cette période.
- APAC (pilotes) – Au quatrième trimestre de 2014, Air Canada et l'APAC, qui représente environ 3 000 pilotes, ont conclu une convention collective d'une durée de dix ans, qui expire le 29 septembre 2024, sous réserve de certaines clauses de renégociation et mesures de référence durant cette période.
- CALDA (ordonnanceurs) – Au premier trimestre de 2016, Air Canada et la CALDA, qui représente les ordonnanceurs de vols, ont conclu une convention collective, assortie d'une durée de 12 ans se terminant le 29 février 2028, sous réserve de certaines clauses de renégociation au cours de cette période.

Rapport de développement durable

En 2016, Air Canada a publié *Citoyens du monde*, son cinquième rapport de développement durable. Ce document fournit un aperçu du rendement d'Air Canada en 2015 dans quatre domaines clés du développement durable : la sécurité, l'environnement, le bien-être des employés et l'implication de l'entreprise dans les collectivités. Au début de 2017, l'Initiative pour la finance durable (IFD) a récompensé Air Canada en lui remettant le prix du meilleur rapport de développement durable dans la catégorie des transports au Canada. Cette compétition annuelle a pour but de promouvoir l'excellence en matière de reddition de compte en développement durable auprès des sociétés ouvertes canadiennes.

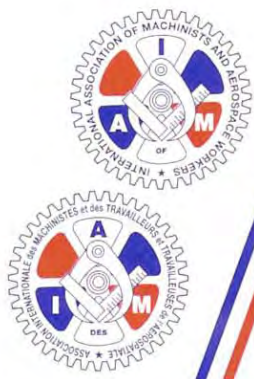
05 Aperçu général

En 2016, Air Canada a dégagé un bénéfice d'exploitation de 1 345 M\$ et un bénéfice net de 876 M\$, soit un bénéfice net dilué de 3,10 \$ par action. En 2016, Air Canada a inscrit un bénéfice net ajusté de 1 147 M\$, soit un bénéfice net ajusté dilué de 4,06 \$ par action, et a dégagé un BAIIALA record de 2 768 M\$. Le BAIIALA (compte non tenu des éléments particuliers), le bénéfice net ajusté et le résultat dilué par action ne sont pas des mesures financières reconnues par les PCGR. Il y a lieu de se reporter à la rubrique 19, *Mesures financières hors PCGR*, du présent rapport de gestion pour un complément d'information à cet égard.

Pour le quatrième trimestre de 2016, Air Canada a dégagé un bénéfice d'exploitation de 18 M\$ et une perte nette de 179 M\$, soit une perte diluée de 0,66 \$ par action. Au quatrième trimestre de 2016, Air Canada a inscrit un bénéfice net ajusté de 38 M\$, soit un bénéfice net ajusté dilué de 0,14 \$ par action et un BAIIALA de 455 M\$.



TAB 45



BULLETIN

TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

*International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale*

TO ALL IAMAW MEMBERS

EMPLOYED BY

AIR CANADA - TMOS

TENTATIVE AGREEMENT HIGHLIGHTS and RATIFICATION VOTE

Dear Brothers and Sisters:

Your Negotiations Committee would like to thank you for your patience and support over the last couple of months.

Your Negotiations Committee met with the Company this week to finalize the language for the new Collective Agreement. Below are some highlights of the Tentative Agreement:

Tech Ops

Job security for all rouge aircraft and ERJ190 work
Endorsement premium increase to \$450/month total for endorsements one thru four, \$150/month for each additional endorsement beyond four
Skills premium increase to \$150/month
2% wage increase AND 5% Lump Sum in Year 1
2% wage increases in each of the years 2 through year 10 and \$2,500 Lump sum in Year 5 and 8
\$2.00/hr. shift premium for all hours worked between 2300 and 0700
20 credit hours into time bank
Increases to health benefits
Development Category
Increased work wear/footwear allowances
Introduction of Maintenance Excellence Facilitator

Airports

Job Security with regards to Rouge and regional carrier work
\$5,000 lump sum payment Year 1 full-time; \$2,500 lump sum part-time
\$4,500 lump sum payment Year 2 full-time; \$2,250 lump sum part-time
\$4,000 Lump Sum Payment Year 3 full-time; \$2,000 lump sum part-time
2% per year increase Year 4 through Year 10
Ability to put General Holiday (GHO) allotment into time bank
16 hours annual deposit into time bank for full-time; 8 hours for part-time
Reintroduction of Double Time Overtime for hours worked on 2nd and subsequent days off
Increased work wear/footwear allowances
Increase to benefits
Increase to shift premiums

.../2

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

Halifax – Tel/Tél. : 902-481-0077 Fax/Téléc.: 902-481-0079
Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téléc.: 204-987-9252
Calgary – Tel/Tél. : 403-250-3708 Fax/Téléc.: 403-250-3707
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téléc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)
Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téléc.: 604-448-0710 (Toll free/Sans frais : 1-888-310-1688)
Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téléc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)

Ratification voting will be held on the following dates in the following cities:

January 14, 2016	YQT
January 15, 2016	YXY
January 18, 2016	YYT YXE YQB
January 19, 2016	YQR YOW
January 20, 2016	YVR YYC YWG YYZ YUL YHZ
January 21, 2016	YEG YYG YQM
January 22, 2016	YFC YSJ

**BULLETINS FROM YOUR LOCAL LODGES WILL BE SENT IN THE NEXT FEW DAYS
WITH SPECIFIC TIMES AND LOCATIONS OF THE VOTE**

Your Negotiations Committee will be in the workplace next week to answer any questions you may have.

In Solidarity,

Your Negotiations Committee

Transportation District 140, IAMAW

KA\jmm



**BULLETIN NO. 002 - ISSUED JANUARY 8, 2016
PLEASE COPY, POST AND CIRCULATE**

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

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Calgary – Tel/Tél. : 403-250-3708 Fax/Téléc.: 403-250-3707
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téléc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)
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Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téléc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)

TAB 46



**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
WORKERS
TMOS EXCLUDING AIR CANADA MAINTENANCE**

AIRPORTS SUMMARY OF AGREED TO ITEMS

Collective Agreement Highlights

IAMAW / Air Canada Tentative Agreement Airports Package - January 2016

After several months of intense bargaining, your IAMAW Negotiation team has managed to reach a tentative agreement with Air Canada covering the next 10 years, successfully securing many important issues for all our members. We would not accept anything less than you deserve; we pushed hard and firmly believe we have a solid agreement that guarantees improvements in what you value most: job security, wages, and benefits.

Please see below for a summary of the gains in this agreement for the Airports Branch:

Duration:

The duration of the agreement is 10 years and provides for two re-openers within the 10-year period, allowing renegotiation of items that may arise. Unless otherwise indicated, all components of this Agreement shall take effect as of April 1, 2016.

Job Security:

We secured the jobs of over 1100 of our members that were previously in jeopardy. For the duration of the new labour deal, the IAMAW will continue to perform the regional product ground handling work in locations they currently do – this means that no matter the station, no matter the operating carrier, your jobs are safe. This is a big win for you and the IAMAW as we did not have this language before, meaning these jobs could have been outsourced.

In the definition section of the CBA, the definition on Air Canada is amended to include Air Canada rouge. This forces Air Canada to treat rouge as they do mainline, with respect to ground handling and technical service jobs. Previously this clarification was not in place, meaning Air Canada could conceivably treat rouge as a different airline altogether and thus your jobs could be at risk; now, this is no longer a threat and your jobs are safe.

In addition, we expanded layoff protection for Full Time Station Attendants and Cabin Service Cleaning Attendants with changes to Article 6.

Wages:

We worked very hard to achieve the best of both worlds by combining pensionable lump sum payments to help our members in the short term with steady wage increases that grow over the long term.

Year 1	Full Time: \$5000 lump sum / Part Time: \$2500.00
Year 2	Full Time: \$4500 lump sum /Part Time: \$2250.00
Year 3	Full Time: \$4000 lump sum / Part Time: \$2000.00
Years 4-10	2% wage increases for all classifications

Note: Lump sum Payments will be made two pay periods after ratification. Probationary employees will receive the year one lump sum after completion of probation.

Above Basic Classifications:

Additional pay levels were introduced for the following classifications Customer Service Agent, Lead Station Attendants and Trainers all which have significant increases.

Note: Refer to tables in back of the package for more information.

All other above basic classifications not identified above will receive a one-time payment of five hundred (\$500.00) dollars paid out two (2) pay periods following ratification.

New Cargo CSA Classification:

New classification introduced in Cargo for Customer Service Agents (CSU, CCIS, Connect) with fifty \$.50 cents per hour premium attached.

Basic Classifications:

Current employees not at the top scale will be moved to main pay scale. Please refer to table in back of package to see how the mapping works as some employees will receive significant increases effective date of ratification depending of years of service.

Introduction of a new "B" scale for employees hired after ratification which increases the starting wage from currently \$11.69 to \$13.00.

Note: Refer to tables in back of the package for more information.

Shift Premiums:

We achieved an increase to the afternoon and midnight shift premiums which take effect April 1, 2016.

All hours worked between 18:00 – 22:59 hrs. Currently \$0.25 per hour increased to \$0.50 per hour

All hours worked between 23:00 – 05:59 hrs. Currently \$0.50 per hour Increased to \$1.00 per hour

Overtime:

Effective April 2016, we managed to secure the introduction of a new article allowing for double time (previously 1.5x) when an employee works on a second and subsequent days off.

GHO :

On a type trial basis, employees will be afforded the option to have the value of their GHO (40 hours for full time, 20 hours for part time) deposited in their time banks rather than having to bid those days.

Time Bank:

All Full-Time members will have 16 hours deposited into their Time Bank each calendar year.

All Part-Time members will have 8 hours deposited into their Time Bank each calendar year.

Allowances:**Uniform**

Increase to \$170 annually (from \$110.00)

Boots

Increase to \$100 annually (from \$40).

Health Care Benefits:

The Union obtained increases in various benefits areas, and even obtained coverage for items for which there previously existed no coverage (i.e. massage therapy).

Dental

\$250 increase for annual dental coverage (up to \$1750)

\$500 increase for orthodontic services (up to \$2500)

Vision Care

\$50 increase per person per 24 months (up to \$250)

Massage Therapy

Current Plan provided NO coverage.

Plan is expanded to secure up to a maximum of \$400 per person/year, or \$800 per family/year

Chiropractor Services

Coverage of \$50 per visit up to \$500 per person/year, or \$1000 per family/year

Maximum Life Time Benefits

For supplementary Health Plan, maximum lifetime total increased by \$20 000 to \$50 000 along with an annual \$2,000.00 reinstatement.

New Hire Health Care Plan

All employees hired after the date of ratification will move to the Company flex health care plan.

Article 6.03.02.16 & 6.03.03.16 & 6.03.04.12

There has been a change to the above articles with respect to part time employees working full time on a temporary basis and then reverting back to part time and maintaining full time coverage. With the changes made you will revert back to part time coverage when you return to part time. Any employee that currently has full time benefits will be grandfathered.

The Union achieved numerous other improvements to the collective agreement which are non monetary.

Vacation:

For applicable 4x2 schedules, the Union has gotten the commitment from the Company that it will make every effort to accommodate an employee's request to slide forward.

Shift Trades:

The Union was able to get shift trades recognized in the collective agreement.

Overtime:

We improved the language regarding the Company's ability to force employees on overtime.

Promotions:

The Union has made promotions easier for everyone. Previously, when an employee wished to apply for a promotional opportunity outside of his/her point (base), he/she had to have at least two years' service if the position was within his/her seniority division, or five years' service if the position was outside his/her seniority division. Now, the bar is set at one year of service for all scenarios.

Above Basic Classifications:

We have agreed on a go forward basis that employees who accept above basic positions will now use their basic classification date for seniority purposes. These employees will be placed after employees prior to ratification.

Letter of Understanding #4:

We have agreed to withdraw from LOU 4 and have created a new LOU 29 which redefines the interview process for all above basic positions in the Airports branch. Each above basic position will have its own applicable exams and interview process. The Union and Company will be working together after ratification to finalize. All current above basic employees are grandfathered and will not be required to pass and exams or interviews. All current actors in each classification will also be grandfathered for acting purposes however if you apply on a promotional bulletin you will be required to pass before becoming a permanent.

Memorandum of Agreement #12:

There has been an adjustment to the compression chart for Calgary only. The compressions levels have been increased for both Station Attendants and Leads. The compression level for the CSCA and Lead CSCA have been adjusted to include the 4/3 shift pattern.

Appendix XXI - Cat 33/CSCA

This is a new appendix, which implements a previous arbitration award with regards to the Cat. 33 personnel reporting to Airports branch. The current practise that is in place today will remain there are no changes.

Appendix XXXVI - 4/3/4 Shift Pattern / AVOP

The language has been changed which will allow the Company to block up to 30% of the part time operational lines for non-ramp qualified employees (previously 25). In exchange for the additional 5% increase we have included new language that will allow for a maximum of 3 shifts to be used at any one time for employees who fail their second AVOP exam (currently 30 day waiting period). We also have improved the language on the amount of time an employee can remain on the blocked line (10 months).

Appendix XXXX - YYZ/YUL -Pulling of Part Time Lines

The current practise today for both these bases will remain.

YUL will continue to be allowed to modify the 4/2 in exchange for the Company having the ability to block up to 25% of part time operational lines.

YYZ will continue to be allowed to pull cycles in exchange for the Company having the ability to block up to 25% of part time operational lines.

The following B scale is introduced for Station Attendants hired post ratification:

Full Time		Part Time	
Step	New Scale	Step	New Scale
1	\$ 13.00	1	\$ 13.00
2	\$ 13.40	2	\$ 13.40
3	\$ 13.77	3	\$ 13.77
4	\$ 14.49	4	\$ 14.49
5	\$ 15.20	5	\$ 15.20
6	\$ 16.60	6	\$ 16.60
7	\$ 17.75		
8	\$ 18.85		
9	\$ 21.12		
10	\$ 23.36		

The following B scale is introduced for CSCAs hired post ratification:

Full Time		Part Time	
Step	New Scale	Step	New Scale
1	\$ 13.00	1	\$ 13.00
2	\$ 13.40	2	\$ 13.40
3	\$ 13.77	3	\$ 13.77
4	\$ 14.49	4	\$ 14.49
5	\$ 15.20	5	\$ 15.20
6	\$ 16.60		
7	\$ 17.75		
8	\$ 18.85		
9	\$ 21.12		
10	\$ 22.52		

Employees hired prior to June 17th 2012 will move from the Current SA to the new SA scale and Current CSCA to the new CSCA scale as follows :

Full Time SA - Hired before June 17th, 2012				
Step	Hourly Wage	Move to	Step	Hourly Wage
1	\$ 13.00	N/A	1	\$ 13.00
2	\$ 13.40	N/A	2	\$ 13.40
3	\$ 13.77	To step 5	3	\$ 13.77
4	\$ 15.20	To step 6	4	\$ 14.49
5	\$ 16.60	To step 7	5	\$ 15.20
6	\$ 18.85	To step 8	6	\$ 16.60
7	\$ 21.12	To step 9	7	\$ 17.75
8	\$ 23.36	To step 10	8	\$ 18.85
9	\$ 25.63	To step 11	9	\$ 21.12
			10	\$ 23.36
			11	\$ 25.63

Part Time SA - Hired before June 17th, 2012				
Step	Hourly Wage	Move to	Step	Hourly Wage
1	\$ 13.00	N/A	1	\$ 13.00
2	\$ 13.40	N/A	2	\$ 13.40
3	\$ 13.77	To step 4	3	\$ 13.77
4	\$ 15.20	To step 5	4	\$ 14.49
5	\$ 16.60	To step 6	5	\$ 15.20
			6	\$ 16.60

Full Time CSCA - Hired before June 17th, 2012				
Step	Hourly Wage	Move to	Step	Hourly Wage
1	\$ 13.00	N/A	1	\$ 13.00
2	\$ 13.40	N/A	2	\$ 13.40
3	\$ 13.77	To step 6	3	\$ 13.77
4	\$ 17.20	To step 7	4	\$ 14.49
5	\$ 20.64	To step 8	5	\$ 15.20
6	\$ 22.52	To step 9	6	\$ 17.20
			7	\$ 17.75
			8	\$ 20.64
			9	\$ 22.52

Part Time CSCA - Hired before June 17th, 2012				
Step	Hourly Wage	Move to	Step	Hourly Wage
1	\$ 13.00	N/A	1	\$ 13.00
2	\$ 13.40	N/A	2	\$ 13.40
3	\$ 13.77	To step 4	3	\$ 13.77
4	\$ 15.20	To step 5	4	\$ 14.49
			5	\$ 15.20

Employees hired after June 16th 2012 will move as follows:

Full Time SA		Part Time SA	
Step	New Scale	Step	New Scale
1	\$ 13.00	1	\$ 13.00
2	\$ 13.40	2	\$ 13.40
3	\$ 13.77	3	\$ 13.77
4	\$ 14.49	4	\$ 14.49
5	\$ 15.20	5	\$ 15.20
6	\$ 16.60	6	\$ 16.60
7	\$ 17.75		
8	\$ 18.85		
9	\$ 21.12		
10	\$ 23.36		
11	\$ 25.63		
Note: Station Attendants currently at Level 1 & 2 will receive the new rate of pay effective the ratification date.			

Full Time CSCA		Part Time CSCA	
Step	New Scale	Step	New Scale
1	\$ 13.00	1	\$ 13.00
2	\$ 13.40	2	\$ 13.40
3	\$ 13.77	3	\$ 13.77
4	\$ 14.49	4	\$ 14.49
5	\$ 15.20	5	\$ 15.20
6	\$ 17.20		
7	\$ 17.75		
8	\$ 20.64		
9	\$ 22.52		
Note: Cabin Service Cleaning Attendants currently at Level 1 & 2 will receive the new rate of pay effective the ratification date.			

The following will reflect wage adjustments to above basic positions:

Current Lead SA Scale	Hourly Wage		New Lead SA Scale	Hourly Wage
Lead Station Attendant 1	\$ 27.48		Lead Station Attendant 1	\$ 26.87
Lead Station Attendant 2	\$ 28.20		Lead Station Attendant 2	\$ 27.48
			Lead Station Attendant 3	\$ 28.20
			Lead Station Attendant 4	\$ 28.70
			Lead Station Attendant 5	\$ 29.28
Current CSA Scale	Hourly Wage		New CSA Scale	Hourly Wage
Customer Service Agent 1	\$ 26.87		Customer Service Agent 1	\$ 26.87
Customer Service Agent 2	\$ 28.70		Customer Service Agent 2	\$ 27.48
			Customer Service Agent 3	\$ 28.20
			Customer Service Agent 4	\$ 28.70
			Customer Service Agent 5	\$ 29.28
Current Trainer Scale	Hourly Wage		New Trainer Scale	Hourly Wage
Airport/Cargo Trainer 1 - 1	\$ 27.48		Trainer 1	\$ 26.87
Airport/Cargo Trainer 1 - 2	\$ 28.20		Trainer 2	\$ 27.48
Will be moved to new scale at same rate			Trainer 3	\$ 28.20
			Trainer 4	\$ 28.70
			Trainer 5	\$ 29.28
			Current Trainer 2 will be grandfathered to payscale as identified prior to ratification.	
			Trainer 2 grandfathered Scale	Hourly Wage
			Airport/Cargo Trainer 2 - 1	\$ 26.87
			Airport/Cargo Trainer 2 - 2	\$ 28.71
			Airport/Cargo Trainer 2 - 3	\$ 30.58

TAB 47

Machinists Ratify Agreement with Air Canada

Friday January 22, 2016

For Immediate Release

Toronto, ON – Members of the International Association of Machinists and Aerospace (IAM) have ratified a new collective agreement with Air Canada.

“This deal provides our members labour stability and job security for the next decade. In today’s economy that’s a good thing,” said Fred Hospes, President and Directing General Chairperson of IAM Transportation District 140.

“This provides job protection for our airports people. For the length of this agreement, no matter what the station, no matter who the operating carrier is, our members will continue to perform the regional ground handling work in their locations.”

“Our mechanics also benefit from job security on the aircraft they currently maintain,” said Hospes. “If Air Canada transfers any of its existing fleet of aircraft to an Air Canada Express Partner who continues to fly on behalf of Air Canada, IAM mechanics will continue to perform the maintenance work on the transferred aircraft.”

Under this agreement Air Canada must treat Air Canada rouge aircraft as they do mainline aircraft with respect to ground handling and maintenance jobs. Our member’s jobs are safe!

This agreement also has two re-openers which allows our members the chance to renegotiate certain improvements to the contract.

“Now we can move forward to bargain new collective agreements for our other two Air Canada bargaining units, Finance and Clerical,” said Hospes.

-30-

For further information:

Fred Hospes – IAM Transportation District 140 President and Directing General Chairperson
604-448-0721/778-829-8140

Bill Trbovich – IAM Director of Communications
416-386-1789 Ext #6331/416-735-9765

TAB 48

Air Canada Welcomes New Agreement with its Technical Maintenance, Airport Ramp and Cargo Personnel



MONTREAL, Jan. 22, 2016 /CNW Telbec/ - Air Canada welcomes today's confirmation by the International Association of Machinists and Aerospace Workers (IAMAW) that its members have ratified a new contract on collective agreement terms for ten years. The IAMAW represents 7,500 Air Canada employees who work as technical, maintenance and operational support employees in the airline's Airport, Maintenance and Air Canada Cargo operations.

"Following the ratification of previous landmark labour agreements, this new ten-year contract with the IAMAW provides Air Canada with added stability and flexibility to support long-term profitable growth while recognizing the important contribution of IAMAW members," said Calin Rovinescu, President and Chief Executive of Air Canada. "This is our sixth agreement -- the third with terms for 10 years -- that we have reached with our unions over the past year and a further indication of the collaborative partnership that is building Air Canada into a Global Champion."

The agreement has also been approved by the Air Canada Board of Directors.

This agreement with the IAMAW is the sixth agreement reached by Air Canada and its unions, following the conclusion of new agreements on collective agreement terms for ten years with ACPA representing the airline's 3,000 pilots and CUPE representing its 6,500 flight attendants, as well as new agreements with Unifor representing the airline's 4,000 Customer Service and Sales Agents in Canada, the International Brotherhood of Teamsters (IBT) representing its U.S. unionized workforce and UNITE representing its U.K. unionized workforce.

About Air Canada

Air Canada is Canada's largest domestic and international airline serving more than 200 airports on six continents. Canada's flag carrier is among the 20 largest airlines in the world and in 2015 served more than 41 million customers. Air Canada provides scheduled passenger service directly to 63 airports in Canada, 56 in the United States and 86 in Europe, the Middle East, Africa, Asia, Australia, the Caribbean, Mexico, Central America and South America. Air Canada is a founding member of Star Alliance, the world's most comprehensive air transportation network serving 1,330 airports in 192 countries. Air Canada is the only international network carrier in North America to receive a Four-Star ranking according to independent U.K. research firm Skytrax. For more information, please visit: www.aircanada.com, follow @AirCanada on Twitter and join Air Canada on Facebook.

Caution Regarding Forward-Looking Information

Air Canada's public communications may include forward-looking statements within the meaning of applicable securities laws. Forward-looking statements, by their nature, are based on assumptions and are subject to important risks and uncertainties, including those described in this news release. Forward-looking statements cannot be relied upon due to, amongst other things, changing external events and general uncertainties of the business. Actual results may differ materially from results indicated in forward-looking statements due to a number of factors, including without limitation, industry, market, credit and economic conditions, the ability to reduce operating costs and secure financing, pension

issues, energy prices, employee and labour relations, currency exchange and interest rates, competition, war, terrorist acts, epidemic diseases, environmental factors (including weather systems and other natural phenomena, and factors arising from man-made sources), insurance issues and costs, changes in demand due to the seasonal nature of the business, supply issues, changes in laws, regulatory developments or proceedings, pending and future litigation and actions by third parties as well as the factors identified throughout Air Canada's public disclosure file available at www.sedar.com. Any forward-looking statements contained in this news release represent Air Canada's expectations as of the date of this news release and are subject to change after such date. However, Air Canada disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise, except as required under applicable securities regulations.

SOURCE Air Canada - Corporate - Finance

For further information: Isabelle Arthur (Montréal), Isabelle.arthur@aircanada.ca, 514 422-5788; Peter Fitzpatrick (Toronto), peter.fitzpatrick@aircanada.ca, 416 557-5576; Angela Mah (Vancouver), angela.mah@aircanada.ca, 604 270-5741; Internet: aircanada.com



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TAB 49

Long term Labour Agreements in Place with All Air Canada Unions in Canada



Transformative change at Air Canada continues with conclusion of ratifications by members of all Canadian unions representing approximately 25,000 Air Canada employees

MONTREAL, June 14, 2016 /CNW Telbec/ - Air Canada today confirmed the ratification of its 10th and final labour agreement with its Canadian unions. This completes Air Canada's current cycle of labour negotiations and establishes long term contracts extending in most cases over a ten year duration for all of its approximately 25,000 unionized employees in Canada.

"The ratification of new labour contracts by all of Air Canada's unionized employees in Canada over the past year and is an unprecedented achievement that recognizes the important contribution of our employees and underscores the transformative change that has taken place at Air Canada," said Calin Rovinescu, President and Chief Executive of Air Canada. "The ratifications of these agreements – ten in total – provide long term contracts for our employees and are landmarks in the history of Air Canada. Their conclusion brings added stability and flexibility to support long-term and profitable growth of benefit for all stakeholders. It is also a strong indication of the collaborative partnership that is building Air Canada into a Global Champion."

Members of Unifor, representing the airline's 88 in-flight crew schedulers, became the 10th and final bargaining unit representing Air Canada's unionized employees in Canada to have ratified a new contract on long term collective agreement terms. This follows other ratifications in the past two weeks of new contracts, also on collective agreement terms for 10 years, for members of two bargaining units of the IAMAW, representing a total of 300 finance and clerical staff.

In February 2016, flight dispatchers represented by CALDA ratified a 12-year contract, following 10-year contracts ratified by members of the IAMAW, representing Air Canada's 8,500 technical, maintenance, airport ramp and cargo personnel; CUPE, representing the airline's 7,500 flight attendants, and ACPA, representing its 3,300 pilots. In 2015, members of Unifor representing the airline's 4,200 Customer Service and Sales Agents in Canada ratified a five-year contract and provisions have been negotiated to conclude collective agreement terms for another five years. The airline also has new contracts in place with the two largest unions representing its employees outside of Canada, the International Brotherhood of Teamsters (IBT) representing its U.S. unionized workforce and UNITE representing its U.K. unionized workforce.

About Air Canada

Air Canada is Canada's largest domestic and international airline serving more than 200 airports on six continents. Canada's flag carrier is among the 20 largest airlines in the world and in 2015 served more than 41 million customers. Air Canada provides scheduled passenger service directly to 64 airports in Canada, 55 in the United States and 87 in Europe, the Middle East, Africa, Asia, Australia, the Caribbean, Mexico, Central America and South America. Air Canada is a founding member of Star Alliance, the world's most comprehensive air transportation network serving 1,330

airports in 192 countries. Air Canada is the only international network carrier in North America to receive a Four-Star ranking according to independent U.K. research firm Skytrax. For more information, please visit: www.aircanada.com, follow @AirCanada on Twitter and join Air Canada on Facebook.

SOURCE Air Canada

For further information: Isabelle Arthur (Montréal), Isabelle.arthur@aircanada.ca, 514 422-5788; Peter Fitzpatrick (Toronto), peter.fitzpatrick@aircanada.ca, 416 262-5576; Angela Mah(Vancouver), angela.mah@aircanada.ca, 604 270-5741; Internet: aircanada.com



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TAB 50



AGREEMENT
BETWEEN
AIR CANADA
AND THE
INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS

EFFECTIVE: April 1, 2016

TAB 51

My name is Ron Mitchell, for just over 20 years I was employed at NWA as an Aircraft Maintenance Technician and Crew Chief. I started in June 1985 with what was then Republic Airlines which eventually merged with NWA in 1987. I worked the Flight Line at MSP and spent almost my entire career working in Line Maintenance. Over 300 flights a day were serviced, maintained, and repaired daily at the main base of operations for NWA and it's second largest hub.

For most of the time that I was employed with NWA I was a member of the IAM (International Association of Machinists) which at the time was one of the largest Industrial unions in the airline industry. At NWA the IAM represented everyone from Gate Agents to Baggage Handlers and Flight Kitchen Cooks. Their philosophy was a simple "strength in numbers" approach that we as AMT's would somehow benefit in pay and work rules by having all the other unskilled labor groups in the same union with us.

The simplistic approach the IAM used was that "a loaf of bread cost the same for everyone" so we would all share equally when contract time came around. I was even told by several IAM officials at meetings that "Baggage Handlers have licenses too" when complaining about the responsibilities that we as AMT's shouldered. As aircraft grew more sophisticated and the demands on our skillset were increased, the disparity between pay and responsibility for me and fellow AMT's widened to the point where it was no longer tenable.

Labor relations at NWA were never good with any of the labor groups, the Pilots, Flight Attendants and Mechanic unions all had labor strife and strikes over the course of history at NWA. The Railway Labor Act allowed NWA to drag its feet for years after the contract had expired, when a new contract was finally brought back for a vote it contained no back pay so there was little incentive for the airline not to repeat the same process again with the next contract.

In the mid 1990's the AMT group had their fill of the other labor groups within the IAM riding on our coattails and started a grass roots effort to vote out the IAM and their one size fits all approach, replacing it with AMFA's craft union

philosophy where our strength was drawn from our collective skillset, technical expertise, and FAA Licenses. The IAM was currently negotiating the contract which had expired years earlier leaving us without raises while the company made record profits. Even more galling was the pay cuts we endured the previous contract were still in place while the airline made millions.

The IAM returned from the bargaining table and presented us with a paltry 3% raise followed by several smaller raises over the next four years. Keep in mind that this was after several years with no raise at all while the new contract was being negotiated. News of the small raises at a time of record profits was not well received by the rank-and-file AMT's. The IAM leadership contended that they had "Gotten all there was to get" and recommended a yes vote. The tentative agreement was overwhelming voted down even though the membership hadn't had a raise in years.

The paltry raise and pension increase from \$40 to \$60 for per month for each year of service sealed the fate of the IAM representing the AMT's at NWA. Thousands of AMT's submitted union representation cards to the National Mediation Board calling for a union representation election to remove the IAM as our collective bargaining agent and replace their industrial union approach with a class and craft union called AMFA. The IAM warned the membership that a new union would need to start from square one again with negotiations, but the tentative agreement was so bad that is exactly what we wanted.

When AMFA was voted in things immediately changed, management at NWA handled us entirely different than the past. Labor relations at NWA were always tense with all groups but it was clear that NWA management was willing to pay far more for skilled labor than the unskilled. The IAM argument of strength in numbers was proven false almost immediately, strangely enough the argument never seemed to work for the pilots? Would any pilot group in the world join with Kitchen Cooks, Baggage Handlers, and Gate Agents to gain strength and improve their standard of living?

One of the promises AMFA made during the election was that negotiations with NWA would never be conducted in secret, union members would be welcome to sit in the room and observe. I signed up at the local office and attended multiple negotiating sessions. When negotiations moved around the

system, local members were allowed to do the same. Gone were the days of secret deals, letters of agreement and influence peddling to the IAM. AMFA provided us a seat near the table to watch our contract being negotiated.

It was still at fight, but at NWA it always was, AMFA brought back a contract to us with the largest raises the industry had seen up to that point. Over 12% average and some members were close to 18%, work rule changes, language improvements and the pension went from the \$40 per month of service the IAM got for us to \$100 per month of service. The contract was overwhelmingly ratified which gave us clear proof that just like with the pilots, the company would pay its skilled labor that had training and FAA certifications far more than the unskilled.

This was my first clear example of how belonging to a class and craft union of similarly skilled tradesmen was in our best interest as AMT's. You would never see a craft union of Carpenters, Plumbers or Longshoremen allowing factory workers into their union just to swell their ranks. The IAM's focus was always on increasing their numbers as opposed to increasing our pay and benefits. This was not the only difference I saw as a member of both unions, the IAM and AMFA had very different approaches when it came to looking out for the members.

During the period of labor unrest prior to the IAM being voted out as our union, NWA started a practice of trying to intimidate AMT's into signing off questionable aircraft, even firing some of the AMT's that refused the pressure under the guise of an alleged work slowdown. During this time 7 of our AMT's met this fate, it was meant to send a clear message to the workforce, but it did not have the effect NWA intended. One of those fired was a Crew Chief named Tom Regner who would not buckle under the intimidation and would not release unairworthy aircraft regardless of the pressure. He even contacted the FAA to inform them of the pressure and intimidation but they cared not.

The IAM was still in charge at the time and went through the motions of filing a grievance on his behalf and eventually it led to a System Board Arbitration which is the last stop in the collective bargaining process and the last chance for an employee to get their job back. With everything at stake and considering the potential impact of the intimidation tactics, the IAM appointed a System Board representative to the case that was a Shop Steward from the Engine Department that had never worked a day on the flight line. This individual knew nothing about

the aircraft Tom worked on, maintenance manual references or even the role and responsibilities of a Crew Chief on the flight line. Despite this, he would be Tom's representative to the Board on his last chance to save his career.

In addition to the woefully unqualified Board representative, the IAM insisted on using union leadership in these cases instead of a labor attorney. This left our members at an extreme disadvantage when going up against NWA's lawyers or hired guns. When Tom's case convened, a local union leader tried in vain to make his case to the Board but was no match for NWA's lawyers. Time and again he was befuddled, objected to, and overruled because he had no legal expertise whatsoever and the case against Tom was very technical in nature. At one point the union leader from the IAM was so flabbergasted he asked the Board's neutral arbitrator for help. A sad display for Tom to witness his career end with this kind of support, surely there must be a smarter way to fight.

Fortunately for Tom the story didn't end that day because NWA had presented so much alleged evidence against him that the System Board would need to reconvene months later to hear the remainder of testimony and render its decision. Fortunately for all of us at NWA, the election took place during this time and the IAM was sent packing. One of the things that intrigued me about AMFA during the election was its pledge to avail itself of the best attorneys available when needed to go up against the worst NWA could bring against us. I saw it as an observer at the contract negotiations firsthand but was about to see it closer than I could have imagined.

I got a call one morning asking if I would stop by the AMFA local hall before work, when I did, I met our local president and our AMFA General Counsel Lee Seham. He asked me if I knew of Tom and what happened to him, and I replied that I did. He informed me that AMFA was soon about to take over the case and he would be arguing it on Tom's behalf. He said he had asked around for someone very familiar with the role of a Crew Chief and the aircraft involved to replace the Shop Steward on the Board panel. I listened to his passion and commitment to fighting this particular case because it involved intimidation and safety of flight. As impressed as I was, I politely told him he had the wrong guy, there was no way I would be prepared to argue with NWA's lawyers.

He assured me that it would be him making the argument, I was there to be a technical expert and advise the Board on technical matters involving maintenance manual references. Again, I politely bowed out thinking I would be entirely out of my league given the circumstances. He handed me the transcripts of the initial hearing dates with the IAM representing Tom and asked me to read it and then decide. I was at first dumfounded at the lack of preparedness the IAM representatives had, then completely taken aback at what NWA was trying to do to Tom. My reaction was simple, if they can do this to him then they can do it to me and any of our other AMT's. I could not live with myself if something ever happened to one of our aircraft and a plane load of passengers because an AMT was afraid of being fired for holding the line on safety.

I contacted the AMFA local the next day and told them I would do whatever was needed. I was appointed to the System Board panel of three members for Tom's case which consisted of an NWA representative (lawyer) a Neutral Arbitrator and an AMFA representative, me. Over the next year I got a front row seat to see AMFA's lawyers in action systematically take apart NWA's case against Tom, disproving every allegation until Tom was restored with full seniority and over \$250k in back pay for time lost. Seham was right, a technical case needs a technical expert, and a System Board Arbitration case needs to be argued by a lawyer. Seham would later use this case to cement whistleblower protection rights for FAR Part 121 employees to protect them from coming forward.

This was not the only time I was able to see the difference between the industrial and craft union approach to fighting NWA. During this same period of labor unrest while AMFA was negotiating our contract the company filed a lawsuit against AMFA in Federal Court alleging millions of dollars in damages from delayed and cancelled flights. This again was meant to intimidate us into being afraid to hold the line on safety. Once again NWA underestimated our courage to fight, but this time also underestimated our legal counsel. I was witness to our lawyers prepping for the case, planning strategy, preparing our members that were subpoenaed for depositions and handling our defense. NWA management's fatal flaw was assuming that was all our lawyers would do.

Once they had defended us from everything NWA through at us, AMFA's lawyers went on the attack and issued subpoenas for dozens of front-line maintenance managers and deposed them. Once the shoe was on the other foot it was clear to NWA they were dealing with an entirely different approach to legal matters. From contract negotiation to System Board Arbitration to Federal Court and lawsuits, the days of being intimidated and knuckling under were over. AMFA's General Counsel Lee Seham put on a powerful argument in Federal Court that day, leaving no doubt that we were up to the fight and wouldn't back down, the company soon dropped their case.

During my twenty years at NWA I have seen the industrial union approach, where the "strength in numbers" belief was woven into the very DNA of the IAM fail at almost every turn. Surely if this were the case, the pilot's union at every major airline would be begging all the other groups (including the AMT's) to join ALPA and broaden their numbers. The pilots learned, as many other craft unions have, that their strength lies in their skillset and FAA ratings instead.

Sincerely,

Ron Mitchell