



**COMPREHENSIVE PROPOSAL
ON ECONOMIC AND NON-ECONOMIC ITEMS**

TECH OPS SUMMARY OF AGREED TO ITEMS

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
(TMOS AIR CANADA MAINTENANCE)
REVISION**

2011-2012 Collective Agreement Re-negotiation

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1. Term

Air Canada proposes to renew the Collective Agreement for a four (4) year term. Unless otherwise provided, all components of this Agreement shall take effect on the date of its ratification.

2. Wages

Employees will receive a lump sum payment equal to 2% of their regular base wages earned between March 31, 2011 and April 1, 2012. Wages will be adjusted April 1, 2012 – 2%, April 1, 2013 – 2%, April 2014 – 3%
Example:

	2011	2012	2013	2014
% Wage Increase	2% LS	2%	2%	3%
2011 Lump sum				
LAT 4 Pay	current 33.20	33.86	34.54	35.58
LAT 5 pay		35.90	36.62	37.72
% increase over 33.20	2.0% in LS	8.1%	10.3%	13.6%

Endorsement Premium Change

All Personnel in Categories 1, 4, 38 and in the Planning and the Technical Writing categories holding more than one (1) active "Aircraft Certification Authority" (ACA) for aircraft currently operated by the Company, will receive an endorsement premium of Ninety Dollars (\$90.00) per month, in addition to their normal rate of pay. This premium will be paid for each active "Aircraft Certification Authority" (ACA) in excess of the first ACA.

Cat 19 AT who hold composite repair endorsement will receive a premium of ninety (\$90.00) per month in addition to their normal rate of pay. Once they progress to LAT they will receive LAT pay and the premium will be replaced by the LAT pay.

Skill Trade Premiums

All Personnel in Categories 13, 14, 23, 24, 36, AT Cat 1, 38 will receive a skilled trade premium of Fifty Dollars (\$50.00) per month, in addition to their normal rate of pay.

Shift Premiums

The Company agrees with the Unions proposal to introduce shift premiums to recognize the sacrifices of those on midnights. The shift premiums have been amended as follows:

All hours worked between 0100 - 0600 hrs - \$1.50 per hour

- Changes to the Out of town per-diems from \$50.00 to \$65.00 and a change in the language in article 20.11.02 And an increase in the claim from ten (\$10.00) to fifty (\$50.00) to stay with a friend or relative while an assignment.
- Re-alignment of TDC (maintenance communicators) to a new category called ACM Communicator
- Re-alignment of Chauffeurs, Cat 31 into the stock keeper classification with protections for work location, vacation bids, shifts. Chauffeurs and Cat 31 will migrate to stock keeper wage scales.

- Re-alignment of current Cat 23 to add two additional separate categories. Cat 23 – ASE (Aircraft Support Equipment), Cat 26 – GSE (Ground Support Equipment), Cat 27 - CRE (Facility Maintenance) - A onetime transfer in line with qualifications for those who want a change in work locations. Transitioning to this structure will not affect the skill trade premium mentioned above.
- Changes to the language for Line Expeditor in article 8.0
- Changes to article 4.02 and 8.02 to ensure no elimination of a category.
- Introduction of shift language in article 10.0 for maintenance.
- Revised language in article 19.01 and removal of 19.03 to reflect the changes to remove chief stewards from the structure.
- Revision to article 19.04 to reflect the changes to the regional shop committee in Vancouver, Winnipeg and Montreal

- Scheduling – Compression Levels

The schedule flexibility will include the following compression levels:

At the following stations YVR, YYC, YYZ, YUL for Cat 01, 13, 14, 19, 33, 38 there will be guaranteed percentage of 4X4 and the introduction of a rotating days off 4X3. For those working 4X3 currently in place there will be a yearly payment in January of \$1500.00 as compensation for the statutory holidays and will expire at the end of this new collective agreement. Once an individual vacates the 4X3 shift pattern the vacant pattern will not be backfilled.

- 2012 – 80% 4X4 and 20% 4X3 without stats
- 2013 – 70% 4X4 and 30% 4X3 without stats
- 2014 – 60% 4X4 and 40% 4X3 without stats

The 4X3 will be distributed into 15% with fixed days off and 85% with rotating days off. Shifts will be bid once a year.

- Introduction of vacation language to allow for bidding by cycle and or week.
- Introduction of an LAT 5 which will move AME's to a self-directed workforce. The pay for LAT 5 will be introduced at \$35.20
- There will be a performance and technical readiness evaluation process accompanying the introduction of LAT 5 with a small wage increase from LAT 4 to LAT 5. There will be a reduction in the number of LLAT's. To get to the reduced number of LLAT the deemed surplus will be red circled. Accompanying this will be a revision of the Roles and Responsibilities Agreement. There will be more discussion with the company on the timelines in implementing the program and dates will be communicated later.
- The introduction of a performance review process for Stock Keepers and TDC's with the potential of a year-end bonus program of \$2500.00

4 X 3 ROTATING DAYS OFF

M	T	W	T	F	S	S
X	X	X	X	-	-	-
-	X	X	X	X	-	-
-	-	X	X	X	X	-
-	-	-	X	X	X	X
X	-	-	-	X	X	X
X	X	-	-	-	X	X
X	X	X	-	-	-	X

The Committee unanimously recommends acceptance of this tentative agreement

3. Retirement and Pension

Pension

Introduction of new pension agreement