

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: November 3, 2011  
Issue Number: U44-66  
Item: Line Expediter  
Version: #1

The parties agree to the following revision to the collective agreement.

**Current Language**

**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.

**Language Change**

**Line Expediter**

Must have the ability to coordinate, purchase or procure and ensure delivery of material and services required for aircraft maintenance defects, AOG'S, Line Maintenance events 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.

Signed in Gatineau, QC this day 4th of November, 2011

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

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**Date:** November 7, 2011  
**Issue Number:** UM25 - 66  
**Item:** Out of Category Work  
**Proposal:** CV #4

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Flexibility, cross utilization of resources between categories.

**Presently:**

**As per the Collective agreement Article 4.02 & 8.02**

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 in order to complete the work required, provided that the employee is competent to perform the work required.

In addition, employees may be required to temporarily work in another category, provided that the employee in question is competent to perform the temporary duties required.

**Proposal: Article 4.02 & 8.02**

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

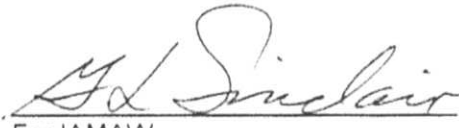
Nothing in this agreement prevents an employee from performing either on a day to day or regular basis, any function or task that is generally performed by any category provided that the employee is competent to perform the work required.

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

Dated November 7<sup>th</sup>, 2011 in Gatineau, Quebec, Canada.



For Air Canada



For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

**SIGN OFF SHEET**

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**Date:** February 9, 2012  
**Issue Number:** M 4  
**Item:** License Aircraft Technician (LAT)  
**Version:** CV # 3

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The parties agree to the following revision to the collective agreement.

**Current language**

**4.03.06 Licensed Aircraft Technician –**

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. Exercise the privileges of their Aircraft Certification Authority (ACA) including providing technical job direction. In addition must possess any additional authorization as required for in the applicable category.

**4.03.07 Lead Licensed Aircraft Technician -**

Must possess the qualifications of a Licensed Aircraft Technician, in the category in which he is employed, and have the ability to satisfactorily direct and supervise the work of others.

**4.04.01** The number of Lead Licensed Aircraft Technicians, in Categories 1, 19 or 38 shall be established solely by the Company consistent with manpower requirements, provided that the ratio of Licensed Aircraft Technicians, Aircraft Technicians, Juniors and Learners to the Lead Licensed Aircraft Technicians in a category, within a business unit, at any one point, will not exceed sixteen (16) to one (1).

**4.04.03** Notwithstanding the terms of the ratio as provided for in Article 4.04.01 above, it is further agreed that the number of Licensed Aircraft Technicians, Aircraft Technicians, Mechanics, Juniors and Learners from any category assigned to any one (1) Lead Licensed Aircraft Technician shall not exceed sixteen (16).

- 5.03.03 In the case of the Mechanic, Aircraft Technician (AT) or Licensed Aircraft Technician, 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's 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 LAT level equivalent to their AT level with their AT review date.

#### **Revised language**

**4.03.06 Licensed Aircraft Technician –**

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 LAT will exercise the privileges of their Aircraft Certification Authority (ACA) including providing technical job direction and mentoring to ATs and other LATs. In addition must possess any additional authorization as required for in the applicable category.

**4.03.07 Lead Licensed Aircraft Technician -**

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

- 4.04.01 The number of Lead Licensed Aircraft Technicians in Categories 1, 19 or 38 shall be established solely by the Company.

- 4.04.03 It is agreed that a Lead Licensed Aircraft Technician may assign work to Licensed Aircraft Technicians, Aircraft Technicians, Mechanics, Juniors and Learners from any category.

5.03.03 In the case of the Mechanic, Aircraft Technician (AT), 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's service in the currently held level (including time served in a higher classification).

In case of Licensed Aircraft Technician, 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's service in the currently held level (including time served in a higher classification). Advancement to level 5 will be based on an annual performance and technical readiness evaluation as detailed in MOU 10.

**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 LAT level equivalent to their AT level with their AT review date.

Dated February 9, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: February 09, 2012  
Issue Number: UM41-80  
Item: ACM Trainer  
Version: CV # 6

The parties agree to the following revision to the collective agreement.

8.03.XXX

**ACM Trainer**

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

Is required to provide on the job training to improve competency of ACM employees. The training provided by the ACM Trainer will be scoped by the Company and reviewed by the Union. Any proprietary training on equipment purchased from a 3<sup>rd</sup> party supplier may be provided by the manufacturer. The parties commit to reviewing the training with the intent to have a train the trainer program from the manufacturer if available in order to bring that work in house.

**~~Technical Instructor – On the Job Training~~**

~~Must meet the occupational standards for the subject to be taught, have the minimum qualifications and experience as prescribed by the memorandum XXXX 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 rudimentary courseware in compliance with Company and the applicable regulatory standards.~~

#### 8.05.XX ACM Trainer

Addressed to all employees at the point covered in article 8.0 of the current collective Agreement who, as a minimum, meet the requirements of Article 4.05.16, Memorandum XXX Selection will be in accordance with Article 16.11.05 and Letter of Understanding No. 4.

Successful candidates to the position will be migrated equal to but not less than their current pay level.

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

#### ~~4.05.XX — Technical Instructor — On the Job Training~~

~~Addressed to all employees covered by the Agreement who, as a minimum, meet the requirements of Article 4.05.16, Memorandum XXX and meet the occupational standards for the subject to be taught. 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.~~

~~Successful Applicants to the position will be migrated equal to but not less than their current pay level.~~



**Memorandum of Understanding # XXXXX**  
**ACM Trainer per article 4.03, 4.05, 8.03, 8.05**

- 1) LXX.01      The parties recognize that structured on the job training provides value for the operation. Successful candidates to the promotional bulletin will be expected to remain in the position for the duration stated in the bulletin. The ACM Trainer will receive a monthly premium of \$150 per month above current salary.

The objective is to have individuals who come from the operation and have demonstrated experience, can be available to provide training 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. Course development and preparation accounts for part of their time. The courses developed and delivered by the trainers are typically of short duration.

- LXX.02      Examples of the expected training to be developed and delivered but not limited to be as follows:

**Operational 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

LXX.03 The training provided by the trainers 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 PowerPoint – 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

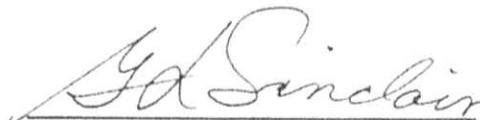
Demonstrated skill in the area of expertise

Applicable Aircraft Certification Authority (ACA) when required for Licensed categories

Dated February 8, 2011 in Montreal, Quebec, Canada.



For Air Canada



For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: November 6, 2011  
Issue Number: UM44-68  
Item: Line Expeditor Language  
Version: #1

The parties agree to the following revision to the collective agreement.

**Current Language**

8.04.05 Line Expediter

Promotions to Line Expediter will be addressed to Material Logistic Coordinator, Material Planner, Module Coordinator 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 with the Stockkeeper, Buyer Analyst, Technical Data Controller or Mechanic – Category 11 seniority date.

**Language Change**

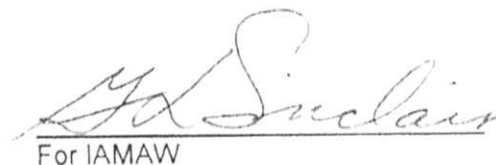
8.04.05 Line Expediter

Promotions to Line Expediter will be addressed to Material Logistic Coordinator, Material Planner, Module Coordinator, 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.

Dated November 6, 2011 in Gatineau, Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

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Date: February 3, 2012  
Issue Number: MM 23 – 224  
Item: Field and Emergency Work  
Version: CV # 4

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The parties agree to the following revision to the Art 10.04.0.03 of the collective agreement.

Current Language;

*COLLECTIVE AGREEMENT PROVISION & BACKGROUND*

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

- a) Where there are two (2) hours or more notice of forecast departure, the requirements will be filled from employees on the "Rotation 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 two (2) 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. At the Dorval Base, selection and assignment from the "Rotational Lists" will be made from all applicable hangar formations in the case of CL-65, A-319/320s, A-340s, DC-9s, B-747s and B-767s. Where personnel on these Dorval Base "Rotational Lists", who are on regular duty are insufficient, the additional requirements will be filled by selection or assignment of qualified personnel on regular duty within Aircraft Maintenance – Line. (In the case of categories not permanently assigned to that formation, from all qualified personnel on regular duty).
- 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.

**Agreed to change of Art 10.04.01.03**

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 "Rotation 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.

Dated February 3, 2012 in Montreal, in Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

**Date:** February 9, 2012  
**Issue Number:** M 9 – Maintenance Vacation Bidding  
**Item:** Vacations Article 13. 06  
**Version:** CV #2

The parties agree to the following revision to the collective agreement.

**Current Language**

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.

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 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.

**Proposed Revised Language – For Maintenance Only**

- 13.04 Vacations will be taken at such times as the services of the employee can be spared.
- 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 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. Overlapping of shifts on the 4X3 and 5X2 shall be allowed to the extent it does not encompass more than one (1) day. 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.

Dated February 9, 2012 in Montreal, Quebec, Canada.



For Air Canada



For IAMAW



AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011-2012

SIGN OFF SHEET

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Date: February 9, 2012

Issue Number: U28-100

Item: Article 19

Version: V1

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The parties agree to the following revision to the collective agreement.

CURRENT LANGUAGE

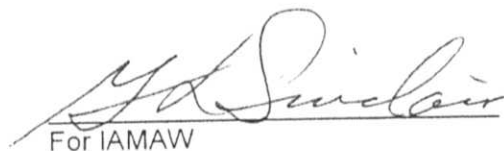
19.01 Time clearance requests for Shop Stewards, Chief Stewards, Regional Shop Committees, Shop Committee duties; Union time clearance for Local or District Lodge activities will not be unreasonably withheld.

REVISED LANGUAGE

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.

Dated February 9<sup>th</sup>, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011-2012

SIGN OFF SHEET

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Date: February 9, 2012  
Issue Number: U28-100  
Item: Article 19- Chief Steward  
Version: V1

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The parties agree to the following revision to the collective agreement.

CURRENT LANGUAGE

19.03 CHIEF STEWARDS – DORVAL BASE

A Chief Steward will be assigned to each of the Business Units as follows:

- Operations
- Heavy Maintenance
- Engine Maintenance Centre (EMC)
- Component Maintenance
- Logistics & Supply (including Materials Management: Purchasing)
- Aircraft Services Equipment (A.S.E.) and Ground Service Equipment (G.S.E.) & Facility Maintenance (F.M.)
- Fleet Support
- Cabin Maintenance

The time consumed in Chief Steward Grievance Investigation will be borne by the Company to the extent of the following maximum monthly hour limitations:

Technical Services  
Logistic & Supply

154 hours  
22 hours  
Total : 176 hours max.

and is chargeable to Job Order 913151. The time consumed by Chief Stewards in excess of the maximum hourly limitations will be borne by the Union and is chargeable to Work Order Number 91321751.

The time consumed in Chief Steward Grievance presentation will be borne by the Company and is chargeable to Work Order Number 913152.

There must be a reasonable relationship between time spent on grievance investigation and grievance presentation. Any unreasonable ratio will be challenged and the Chief Steward(s) will be expected to account for his time within reason.

In addition to normal duties, Chief Stewards will be authorized to participate in Shop Committee meetings with management when the issue being discussed at First Level and Second Level involves their section. Time consumed by Chief Stewards while acting as an additional member of the Shop Committee, as outlined in this item, will also be borne by the Company and is chargeable to Work Order Number 913112.

Before performing their function within their own work area, Chief Stewards will obtain clearance from their Supervisor. In cases where the activity is outside their own work area, they will obtain permission from their Supervisor before leaving the job, will indicate the anticipated duration of their absence and advise the Supervisor in the other work area before commencing their activities.

A Chief Steward may only use Work Order Numbers 913151 or 913152 when lost time is being paid for by the Company with the exception of time spent acting as an additional member of the Shop Committee which is charged to Work Order Number 913112.

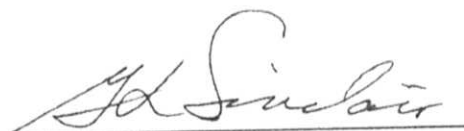
Although every effort will be made, it may not always be possible to release the Chief Steward at the precise time requested.

### REVISED LANGUAGE

#### 19.03 Unassigned

Dated February 9<sup>th</sup> 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011-2012

SIGN OFF SHEET

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Date: February 9, 2012

Issue Number: U28-100

Item: Article 19

Version: V1

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The parties agree to the following revision to the collective agreement.

CURRENT LANGUAGE

19.04 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 one (1) Chairperson and two (2) additional employees, all full-time.
- 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 three (3) employees.

- 2) The Chairperson and one (1) additional employee, both full-time.
  - 3) One (1) additional employee to participate, as required, to a maximum of twenty (20) hours investigation per week, with no set daily limit.
  - 4) Grievance presentation as required.
- f) **Technical Services and Logistics & Supply - Vancouver**
- 1) The Committee will be comprised of a Chairperson and two (2) additional employees, all full-time.
- 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.

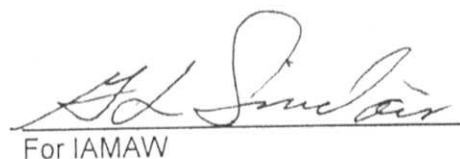
- 2) The Chairperson (full-time), and one (1) additional employee, who's activities will be in accordance with the provisions of Article 19,05.

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.

Dated February 9th 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

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Date: December 09, 2011  
Issue Number: UM32-75  
Item: Transfers in Operational Support LOU 19  
Version: CV # 1

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The parties agree to the following revision to the collective agreement;

UM32 (75) Transfers in Operational Support LOU 19

**TRANSFER WITHIN CLASSIFICATIONS OPERATIONS SUPPORT**

L19.01 Employees in the Technical Data Control and Office Support, Planning, and Technical Writing categories, who have worked within their Business Unit for a minimum of two (2) years, who desire to transfer to another Business Unit within their classification at the point shall so indicate in writing to their Manager with a copy to the local Union. Transfer requests will be considered when a permanent vacancy is declared.

L19.02 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 the employee will not be eligible to transfer for a period of two (2) years from date of transfer.

L19.03 Employees who decline the opportunity of transfer to a Business Unit will be ineligible to transfer to that Business Unit for one (1) year

## **REVISED LANGUAGE**

### **19.04 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.
- 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.



## Union Proposal

Remove, LOU19 from the Collective Agreement and utilize current language under article 16 and create any local agreements as required.

The Company agrees to the removal of LOU 19.

Dated December 9<sup>th</sup>, 2011 in Gatineau, Quebec, Canada.



For Air Canada



For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

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Date: December 08, 2011  
Issue Number: UM29-88  
Item: Out of Town Expenses  
Version: #CV 1

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The parties agree to the following revision to the collective agreement.

CURRENT;

**20.11.01 En route to and from Assignment**

Hotel and applicable per diem, limousine or taxi fare may also be claimed on the basis of actual and reasonable costs involved, including arrival and departure at the point of assignment as well as at home base.

REVISED;


**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).

Dated December 8th, 2011 in Gatineau, Quebec, Canada.

  
For Air Canada

  
For IAMAW

## AIR CANADA – IAMAW Negotiations

### Collective Bargaining 2011

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**Date:** February 3, 2012  
**Issue Number:** UM 29 # 89  
**Item:** Out of Town Expenses  
**Proposal:** UV2

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### Currently Reads

#### 20.11.02 At point of Assignment

Hotel, plus personal expenses – fifty dollars (\$50.00) per day, all inclusive, for personal expenses, which include meals, gratuities, laundry, valet service, etc.

- (a) **FULL DAY** – when flight departure is before 4:00 p.m. or when return arrival at base is after 4:00 p.m. – fifty dollars (\$50.00)
- (b) **HALF DAY** – when flight departure is after 4:00 p.m. or when return arrival at base is before 4:00 p.m. – twenty-five dollars (\$25.00)

**NOTE:** For purposes of this allowance, a day is said to begin and end at 4:00 a.m. The flight number on which the employee travelled must be recorded on Employee Expense Claim ACF151, showing the actual departure time and on the day of return, the actual arrival time of the flight.

20.11.03 Where overnight accommodation is not involved, employees will claim reasonable and necessary out-of-pocket expense only.

20.11.04 Providing the nature of the assignment permits, an employee electing to reside with relatives or friends will be entitled to claim Ten Dollars (\$10.00) 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 One Hundred Thousand Dollars (\$100,000.00) 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.

## **Change to Read**

### **20.11.02 At point of Assignment**

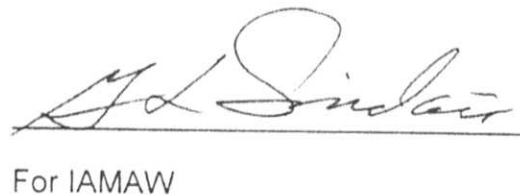
- Hotel, plus personal expenses – Hotel, plus personal expenses – sixty five dollars (\$65.00) per day, all inclusive, for personal expenses, which include meals, gratuities, laundry, valet service, etc.
- 20.11.03 Providing the nature of the assignment permits, an employee electing to reside with relatives or friends will be entitled to claim Fifty Dollars (\$50.00) per calendar day in lieu of the cost of a hotel room.
- 20.11.04 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.
- 20.11.05 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.

- 20.11.06 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.
- 20.11.07 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.
- 20.11.08 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.
- 20.11.09 Detailed expense accounts will be submitted.

Dated Feb 03, 2012 in Montreal, Quebec, Canada.



For Air Canada



For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: February 9, 2012  
Item: Bonus Program  
Version: CV # 2

**The parties agree to the following:**

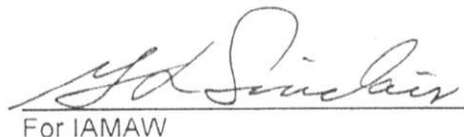
A \$2,500 performance bonus is payable to Technical Data Controllers and Stockkeepers in 2014 and 2015 on the following terms and conditions:

- The employee must have rated “achieved” on the annual performance evaluations for the previous year
- The performance evaluation is not subject to grievance and arbitration.

Air Canada may at its discretion introduce a performance bonus program for other employee groups within Technical Services and Logistics & Supply.

Dated February 9, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

**AIR CANADA**



February 9, 2012

Mr. Gary Sinclair  
General Chairperson, Western Region  
IAMAW Transportation District 140  
2580 Drew rd, suite 203.  
Mississauga, Ontario  
L4T 3M5

Dear Mr. Sinclair,

This is relative to Union Agenda Item UM 19 AC Jetz.

During the discussions in this round of bargaining the Company requested a change to the LOU 4 interview process for the AC Jetz program.

Due to the distinct 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.

In view of the uniqueness of the AC Jetz program. The parties agree 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.

Sincerely,

John Beveridge  
Director, Labour Relations

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: February 9, 2012  
Issue Number: UM - 01  
Item: Cat 19 AT's Wages  
Version: CV # 1

The parties agree to the following revision to the collective agreement;

The Company agrees to pay a premium of \$ 90.00 per month to each Cat 19 AT that holds a Composite Repair endorsement.

Should a Cat 19 AT obtain an AME, he shall forfeit the \$ 90.00 premium and will be compensated at the applicable LAT rate of pay.

Dated February 9, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW



**AIR CANADA**



February 3, 2012

Mr. Gary Sinclair  
General Chairperson, Western Region  
IAMAW Transportation District 140  
2580 Drew rd, suite 203.  
Mississauga, Ontario  
L4T 3M5

Dear Mr. Sinclair,

This is relative to Company Agenda Item MM22-226, regarding the merging of the Stockkeeper, Chauffeur and Category 31 category and Classifications.

This will confirm that the parties have agreed that the Stockkeeper functions will be amended to include the functions of Category 31 and Chauffeurs.

Former Chauffeurs and Category 31 employees will not be required to vacate their current work assignments. They will continue to select their vacations amongst the employees performing these duties. They will be reclassified as Stockkeepers with the equivalent rate of pay. They will have their seniority of Category 31 and/or Chauffeur recognized on the Stockkeeper seniority list.

Should employees elect to leave their current functions and assume the full duties of a Stockkeeper, then they shall bid among the general population of Stockkeepers for shifts and vacation.

Stockkeepers going into the Chauffeur or Category 31 positions will bid with the existing Chauffeurs and Category 31 employees for vacation and shifts based on the new Stockkeeper seniority list.

Current incumbents in the Chauffeur and Category 31 positions can not be displaced by a senior Stockkeeper.

Sincerely,



John Beveridge

Director, Labour Relations

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

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**Date:** February 3, 2012  
**Issue Number:** MM 22 - 226  
**Item:** Amalgamate of Classifications, Lead Chauffeur, and Chauffeur & Cat 31 in the position of Stock keeper  
**Version:** CV # 2

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The parties agree to the following revision to the collective agreement.

**Company Proposal:**

To remove the Lead Chauffeur and Chauffeur Classifications along with the Category 31 positions and amalgamate them all into the roles and responsibilities of the Stock keeper classification.

**Remove**

8.03.04 Lead Chauffeur

Is employed by the Company to direct the work of other Chauffeurs, in addition to performing Chauffeur duties.

8.03.05 Chauffeur

Is employed by the Company, where the operation of Company vehicles requires practically full-time services of a Chauffeur, 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.

Category 31 – Tool Issuing

Comprising those employees engaged in issuing tools and ensuring that such tools are maintained in good condition.

4.03.16 Tool Room Issuer -

Must have the ability to handle the issuance of tools, etc. and ensure that they are maintained in proper condition at all times.

NOTE 1: This Agreement covers only Tool Room Issuers employed solely as such and nothing herein shall prevent the Company from requiring any mechanically qualified employee to perform work of this nature when necessary.

NOTE 2: In cases where an employee, in this classification, is on laid-off status and a position exists for an anticipated duration of sixty (60) days or more, such employee will be recalled to fill this position.

### Collective Agreement Change

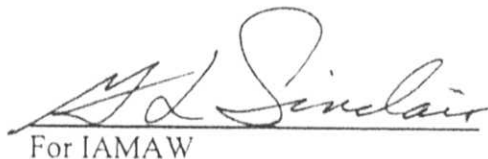
#### 8.03.03 Stock keeper

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.

As a result of agreement on the amalgamation of the Classifications and Category's noted above the previous Arbitration award that required the Company to maintain two (2) Chauffer positions in Montreal would be deemed null and void.

Dated February 3, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

**Agreed Wording Cat 23**

The following letter shall be signed by the Company and given to the IAMAW.  
However, it shall not be part of the Collective Agreement:

Mr. Gary Sinclair  
General Chairman  
IAMAW – District Lodge 140  
2580 Drew Road, Suite 203  
Mississauga, ON  
L4T 3M5

**Subject: Realignment of category 23 millwright mechanics**

Dear Mr. Sinclair,

This is to confirm the parties' agreement to create three (3) distinct categories from the existing Category 23 employees.

In order to facilitate the introduction of this initiative the parties will canvass in order of seniority the preference of the employees to identify their category of choice.

The ability for the employee to have their category of preference will be conditional on their ability to demonstrate they have the required skills and qualifications. These selections will be limited to the existing number of positions currently within the ACM, GSE and CRE business units.


Once the employees have been assigned to their new category they will carry with them all of their previous Category 23 seniority to their new category. There will be no ability for an employee to exercise their seniority privileges from one category to another. All seniority privileges will be exercised within their new category. Employees remaining in Category 23 will have no seniority privileges to exercise bumping rights to either Category 26 (GSE) or 27(CRE) or vice versa.

New employees will be hired into the required category as dictated by the requirements of the operation and will have no privileges to the other categories unless they obtain a position in the other category by way of the processes outlined in the collective agreement.

*The parties expect to complete the migration of employees to their category of choice by the end of 2012.*

*The parties agree to amend article 4.02 to reflect that categories 26 and 27 are no longer unassigned.*

*Sincerely,*

  
John Beveridge  
Director, Labour Relations  
Air Canada

*Signed this 09<sup>th</sup> day of February, 2012*

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: February 08. 2012  
Issue Number: M21 - 223  
Item: Cat 23 Job review  
Version: CV #2

The parties agree to the following revision to the collective agreement.

**Current Article**

Category 23 – Plant and Ground Equipment Maintenance (Mechanical)

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

**Company Proposal**

Due to the different work functions and the special licensing requirements in CRE, GSE and ASE, such as Refrigeration/HVAC, Automotive mechanic, and Electro-mechanics. The Company proposes the introduction of three (3) separate categories to replace the existing category 23 structure as follows;

**Cat 23 – 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 26 – 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.

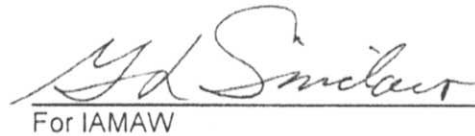
## Cat 27 – Facilities Maintenance (CRE)

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 and overhaul of Company facilities, including Heating, Ventilation and Air Conditioning (HVAC) systems.

Dated February 8, 2012 in Montreal, Quebec, Canada.



For Air Canada



For IAMAW



February 9, 2012

Mr. Gary Sinclair  
General Chairperson, Central Region  
IAMAW Transportation District 140  
2580 Drew rd, suite 203.  
Mississauga, Ontario  
L4T 3M5

Dear Mr. Sinclair,

This is relative to Union Agenda Item UM 45 - 82, regarding the Maintenance TDC (Communicators).

The union brought forward concerns involving a group of eight (8) employees previously classified as Communicators who as a result of the Shime Award were merged into the (TDC) Technical Data Controller classification.

The union has cited several reasons why these employees' should be reclassified and returned to their previous classification.

The Company has agreed to the implementation of a new classification (ACM Communicator) into the Collective Agreement. The eight (8) employees will be identified by the union and offered a one time opportunity to transfer into this new classification.

The pay scales for this new classification will be as follows on a yearly progression.

	Weekly Rate	Hourly Equivalent	Monthly Equivalent
ACM Communicator 3	\$ 907.55	\$ 22.69	\$3,946.19
ACM Communicator 2	\$ 882.28	\$ 22.06	\$3,836.32
ACM Communicator 1	\$ 857.43	\$ 21.44	\$3,728.26

Sincerely,

  
John Beveridge  
Director, Labour Relations



February 7, 2011

Mr. Gary Sinclair  
General Chairperson, Central Region  
IAMAW Transportation District 140  
2580 Drew rd, suite 203.  
Mississauga, Ontario  
L4T 3M5

Dear Mr. Sinclair,

This is relative to Union Agenda Item UM 45 - 82, regarding the Maintenance TDC (Communicators).

The union brought forward concerns involving a group of eight (8) employees previously classified as Communicators who as a result of the Shime Award were merged into the (TDC) Technical Data Controller classification.

The union has cited several reasons why these employees' should be reclassified and returned to their previous classification.

The Company has agreed to the implementation of a new classification (ACM Communicator) into the Collective Agreement. The eight (8) employees will be identified by the union and offered a one time opportunity to transfer into this new classification.

Sincerely,



John Beveridge  
Director, Labour Relations

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: February 8, 2012  
Issue Number: UM 45 - 82  
Item: ACM Communicators  
Version: CV # 1

The parties agree to the following revision to the collective agreement.

**Create a New Classification into the Collective Agreement**

**Art 4.03.32 - ACM Communicator.**

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

Creating work packages as directed by Planning such as job cards etc.

Monitor faxing of Tally sheets, LMPS, ADSs, MARs etc. to ensure correct distribution.

Utilize communication equipment as required to relay and follow-up any information concerning condition and assignment of aircraft to and from the Maintenance staff.

Compile and report information on delays and accidents.


Coordinate overtime, sick calls, EAS and out of town assignments

Sort, file and distribute incoming mail, manuals, correspondence and reports.

Maintaining office equipment and supplies as necessary.

May be required to perform other related duties which do not affect the nature of the job.

Dated February 8, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

Proposal UM17 (item 86)

This letter is to confirm our discussions 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 agree 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.

T/A

For Air Canada



For the I.A.M.A.W.



Signed in Gatineau, QC this day 18th of October, 2011

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

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Date: November 7, 2011  
Issue Number: UM18-219  
Item: Transfers in Categories  
Version: #1

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The parties agree to the following revision to the collective agreement.

**MEMORANDUM No. 1**  
**Transfers in Categories 1, 4, 19 & 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 Licensed Aircraft Technician (LAT) 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.

**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 Licensed Technicians (LLAT) or Licensed Technicians (LAT) 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 LLATs and LAT's, 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, LLATs or LATs 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 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 LLAT and LAT, 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.

Dated November 7<sup>th</sup> 2011 in Gatineau, Quebec, Canada.



For Air Canada



For IAMAW

# AIR CANADA



November 6, 2011

Mr. Gary Sinclair  
General Chairperson, Western Region  
IAMAW Transportation District 140  
2580 Drew rd, suite 203.  
Mississauga, Ontario  
L4T 3M5

Dear Mr. Sinclair,

This is relative to Company Agenda Item MM18-219, regarding the failure to obtain an AME/ACA.

This will confirm that the 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.

Sincerely,

John Beveridge  
Director, Labour Relations



AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

**SIGN OFF SHEET**

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<b>Date:</b>	February 9, 2012
<b>Issue Number:</b>	M 4
<b>Item:</b>	LLAT Transition
<b>Version:</b>	CV # 1

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**LLAT transition details and timelines**

The number of LLAT within ACM will be reduced to 35, sixty (60) days following ratification of the Collective Agreement.

The LLAT's will be canvassed by seniority on the open positions. The employees that did not get the LLAT position will bid new work locations by seniority as LAT's, with pay scale red circled until the LAT pay scale reaches that level.

It is understood that if the Company elects to keep more than 35 LLAT's, their pay will remain at the LLAT rate.

**Current System Numbers**

Category 1 – 79 LLAT's

Category 19 - 5 LLAT's

Category 38 – 29 LLAT's

113

**Revised System Numbers**

Category N/A – 35 LLAT's

- Canvass Leads by seniority who want to work "A" checks and Engine change crews
- Bid new work locations by seniority
- Locations with LLAT's YVR, YYC, YYZ, YUL

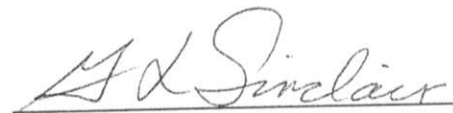
**LLAT Impact:**

- All LLAT's remain in their current work location. Ramp LLAT's begin working as LAT's immediately. No allowance for employee movement during this time frame.
- Displaced LLAT's select new work schedule as LAT (Hold recall to LLAT)
- 35 available LLAT positions allocated by seniority to all 3 categories
- Canvass existing recall list for preference to remain on the list.

Dated February 9, 2012 in Montreal, Quebec, Canada.



For Air Canada



For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

Date: February 8, 2012  
Issue Number: M - 4  
Item: Work Schedules – MOU # 10  
Version: CV # 6

The parties agree to the following revision to the collective agreement.

MEMORANDUM OF UNDERSTANDING NO. 10

ADVANCEMENT TO LICENSED AIRCRAFT TECHNICIAN LEVEL 5

1. The purpose of this MOU is to define the requirements to advance to LAT level 5.
2. The objective of the LAT 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 LAT level 5 will be based on passing an LOU 4 process. Maintaining LAT 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 ACFXXXX 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 recorded on ACFXXXX form
- 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. LATs 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 or proceeding before any tribunal whatsoever.

Dated February 8, 2012 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW

AIR CANADA – IAMAW Negotiations  
Collective Bargaining 2011

SIGN OFF SHEET

**Date:** February 8, 2012  
**Issue Number:** M 4 - 210  
**Item:** Roles and Responsibilities  
**Proposal:** CV # 1

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), Licensed Aircraft Technician (LAT), Lead Licensed Aircraft Technician (LLAT) 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

**Licensed Aircraft Technician (LAT)**

The LAT is a working member of the team and is capable of performing all of the functions of the AT. His responsibilities also include:

- 1) Exercise the full authority of his Aircraft Certification Authority and any additional authorities held
- 2) Ensure any issues that could jeopardize production or airworthiness are raised in a timely manner

- 3) Perform the required inspections, evaluations and maintenance releases
- 4) As required, estimate and define the planner repair
- 5) Perform general visual inspections, detailed visual inspections, conformity inspections, self checks, independent checks
- 6) Sign off defects that are within standard
- 7) Provide airworthiness oversight and sign a maintenance release for non-licensed personnel assigned to work directly with them. 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
- 8) Complete and verify all paperwork and computer data entries, including the provision of adequate hand-off information to the LLAT.
- 9) Provide training to maintenance personnel
- 10) Ensure a safe and tidy workspace

### **Lead Licensed Aircraft Technician (LLAT)**

The LLAT is a working member of the team and is capable of performing all of the functions of the LAT. The LLAT is responsible and accountable to the Team Leader for production and airworthiness oversight. He will co-ordinate the assignment of personnel to maximize production flow with Team Leaders, Planners, other LLAT's and Leads. The LLAT will be the person who is normally expected to sign a maintenance release for non-licensed employees not assigned to work directly with an LAT within the assigned work zone. Duties will also include:

- 1) Plan, coordinate and execute the daily work
- 2) Assist in the development of, and be accountable to the production plan
- 3) Monitor and be accountable to the critical path
- 4) Resolve material, tooling, and engineering issues affecting the plan
- 5) Estimate and define the planner repair
- 6) Assign and direct the work of maintenance personnel
- 7) Provide training and coaching the maintenance personnel
- 8) Provide oversight and management of defects
- 9) Ensure work safety standards are complete
- 10) Ensure adequate hand-off information is provided to personnel on Maintenance Control (Line) and to those on the next shift (Line and Heavy Maintenance)

### **Process Auditor (PA)**

The Process Auditor reports 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 LAT's and LLAT's. The previous roles and responsibilities of AT's and PA's have been unchanged.

## **Revised Language**

### **Licensed Aircraft Technician (LAT)**

The LAT 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 co-ordinate and supervise the assignment of personnel to maximize the overall aircraft serviceability with Team Leaders, Planners, other LAT's and Leads. The LAT 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 LAT 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:

- 1) Exercise the full authority of his Aircraft Certification Authority and any additional authorities held
- 2) Plan, coordinate and execute the work
- 3) Ensure any issues that could jeopardize the operation or airworthiness are raised in a timely manner
- 4) Perform the required inspections, evaluations and maintenance releases
- 5) Resolve material, tooling, and engineering issues.
- 6) Assign and direct the work of maintenance personnel

- 7) Estimate and define planned repairs.
- 8) Perform general visual inspections, detailed visual inspections, conformity inspections, self checks, independent checks
- 9) Sign off defects that are within standard
- 10) Provide oversight and management of defects
- 11) 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
- 12) Complete and verify all paperwork and computer data entries, including the provision of adequate hand-off of information.
- 13) Provide mentoring / training and coaching to maintenance personnel
- 14) Ensure a safe and tidy workspace

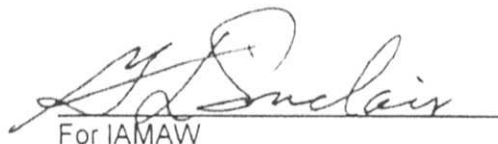
### **Lead Licensed Aircraft Technician (LLAT)**

The LLAT is a working member of the team and is capable of performing all of the functions of the LAT. The LLAT will normally only be assigned to "A" check or engine change crews. The LLAT 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

Dated February 8, 2011 in Montreal, Quebec, Canada.

  
For Air Canada

  
For IAMAW