



# To All Members LL1681 YEG

## Air Canada

For the information of members please read below the changes Air Canada has made to your pass privileges.

This information was received from Labour Relations:  
( be sure to read #5)

1. Elimination of priority equity for employees of Capacity Purchase Agreement (CPA) carriers on AC metal - a major irritant for many of our employees!
2. Protection of AC priority on AC capacity with our CPA service providers - again a major plus for us as employees. This means basically that Air Canada employees go before Jazz employees on both airlines.
3. Service charge reinstatement for personal travel - all employee groups - and maintains the intent concluded in the 2009 "roll over" contracts. In fact we deferred implementing for close to a year!
4. Commensurate with the reinstatement as described above, the introduction of a limited number of "service charge exempt" C2's - all employee groups - thereby allowing the employee and his/family to travel on a limited number of occasions annually without having to pay the service charge. This will not be the case for the employees who have high personal travel frequency. Example – all employees get 3 C2 passes that are service charge exempt. For commuters this means that they will pay services charges on all passes after the 3<sup>rd</sup> is used.

5. Substituting the limited number of C1's issued to management/ATS employees with a B1 priority, under administrative terms similar to the C1 program. This salaried employee group, as a general rule, does not have the schedule flexibility a majority of the hourly paid front line employee has, and more importantly and unfortunately are compensated below market rates as a result of wage roll backs, pay standstills etc. To move them to market rates would be cost prohibitive. This, fortunately for your constituency, is not the case. When it comes to a majority of our hourly paid front line classifications, be it station attendant/mechanic etc in almost all sectors the AC wage/pension/benefit grids for front line employees when bench marked against their comparator groups are either at the top of or exceed the range. As referenced above such is not the case with our salaried employees. Unionized employees will continue to get their 4 C1 passes per year, management will get 4 B1 passes per year. Their B1s are higher priority than C1s.

6. The extension of the Family Affair program for employee and select family members.

7. The continuation of the Go AC program for employees/families and friends.

In Solidarity  
Grant Hornsby  
LL1681 President