



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
LUMP SUM PAYMENT**

Dear Brothers & Sisters:

District Lodge 140 has been dealing with a National issue regarding employees that did not receive the entire 2% Lump Sum payment as outlined in the Picher Award dated June 17, 2012.

Employees for the Technical Services and Logistic and Supply Business Units were entitled to receive a lump sum payment equivalent to 2% of their regular base wages earned between March 31, 2011 and April 1, 2012. Employees for the Airport and Cargo Operations Business Unit were entitled to receive a lump sum payment equivalent to 2% of their regular base wages earned between April 1, 2011 and May 31, 2012.

Members that did not receive the 2% lump sum payment in full because they were on Workers Compensation (CSST, WSIB or WCB) during the time periods indicated above will need to file an appeal with their respective Provincial Compensation Board. Each affected member will need to contact their Provincial Compensation Board to find out exactly what processes they will have to follow in order to appeal their claim. Appeals should include a copy of the Picher Award that stipulates the lump sum increase. A condensed version of this Award is available on the District Lodge 140 website as an attachment to this bulletin.

Each affected member will be responsible for obtaining and submitting to the Union written substantiation from the Board that they will not pay the sum in whole or in part.

Once District Lodge 140 has collected claim denials, we will be in a position to bring the issue of jurisdiction back before Arbitrator Martin Teplitsky to rule on the matter.

If you have any questions, please contact your District Lodge Representative.

In Solidarity,

Paul Penman
General Chairperson
Transportation District 140, IAMAW

PP\mb
Encl.



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**IN THE MATTER OF AN ARBITRATION
BY FINAL OFFER SELECTION
PURSUANT TO AN ACT TO PROVIDE FOR THE CONTINUATION AND
RESUMPTION OF AIR SERVICE OPERATIONS,
Assented to March 15, 2012.**

BETWEEN:

**AIR CANADA
(the "Company")**

-and-

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
(the "IAM&AW" or the "Union")**

SOLE ARBITRATOR: MICHEL G. PICHER

APPEARANCES FOR THE COMPANY:

John Beveridge	- Director, Labour Relations
Dotane Harel	- Manager, Performance Reporting
Enzo Molino	- Director, Airports Resource Planning

APPEARANCES FOR THE IAM&AW:

Mike Ambler	- Negotiations Chairperson
Gary Sinclair	- Negotiations Co-Chairperson
Boyd Richardson	- Negotiations Co-Chairperson
Stanislav Dolnicek	- YYZ Negotiations Representative
Steve O'Hara	- YYZ Negotiations Representative
Robert Laflamme	- YYZ Negotiations Representative
James Lundy	- YYZ Negotiations Representative
Robert C. Box	- YUL Negotiations Representative
Trevor Drennan	- YUL Negotiations Representative
Kent Yanciw	- Alberta Negotiations Representative
Andrew MacFarlane	- LL 1763 Negotiations Representative
Terry Grunerud	- LL 764 Negotiations Representative
John Gorman	- LL 764 Negotiations Representative
Tony Rupps	- LL 714 Negotiations Representative

Mediation meetings were held in Montreal, on May 7, 8, 9, 10, 11, 14, 15, 16, 17 and 18, 2012 and a final offer selection arbitration was heard in Ottawa on June 5, 2012.

For all of the foregoing reasons I find and declare that the offer of the Company is hereby selected, and shall constitute the terms of the parties' collective agreement. That offer is attached and hereby incorporated into this Award as Appendix "A". I retain jurisdiction in the event of any dispute between the parties concerning the interpretation or implementation of this final offer selection, or its ultimate drafting into the terms of the parties' collective agreement. For the purposes of clarity, nothing herein derogates from the exercise of the parties' mutual discretion in accordance with article 104 of the collective agreement.

Dated at Ottawa this 17th day of June, 2012.



Michel G. Picher
Arbitrator

APPENDIX A INDEX

1. Air Canada Final Offer for Matters in Dispute
2. Appendix A – Articles 13.04 to 13.06
3. Appendix 2 – List of Classifications/positions that will receive the 2% wage uplift in year one (1)
4. List of Matters Agreed to by Air Canada and the IAMAW
5. Schedule I
6. Appendix 1 – Pension Memorandum of Agreement
7. Appendix A - Articles 13.04 to 13.06
8. Appendix 2 – List of Classifications/positions that will receive the 2% wage uplift in year one (1)
9. Appendix B – Sign Off Sheet, May 18, 2012 – Amalgamate of Classifications, Lead Chauffeur, Chauffeur & Cat 31 in the position of Stockkeeper
10. Appendix C – Letter from John Beveridge to Gary Sinclair, May 18, 2012 – LOU 4 process for the AC Jetz Program
11. Appendix D – Letter from John Beveridge to Gary Sinclair, May 18, 2012 – Joint Committee to Review the splitting of Category 23
12. Appendix E – Sign Off Sheet, May 18, 2012 – Shift Flexibility – 4x4 versus 4x3
13. Appendix F – Sign Off Sheet, May 18, 2012 – Wage Scale Modification – For New FT and PT SA and New FT and PT CSCA after date of award
14. Appendix G – Letter from John Beveridge to Mike Ambler, April 05, 2012 – UM 44# 68 Article 8.02.10 and Sign Off Sheet, November 3, 2011 – Line Expediter
15. Appendix H – Sign Off Sheet, April 5, 2012 – LOU 5 Movement between APO and CGO
16. Appendix I – Letter from John Beveridge to Mike Ambler, November 7, 2011 – Retirement Phase-in Program, Re: Flavio Campitelli and Julius Szego

17. Appendix J – Letter from John Beveridge to Mike Ambler, April 04, 2012 – Part Time Wage Scale Progression
18. Appendix K – Memorandum of Agreement – Shift Schedules
19. Appendix L – Memorandum of Agreement No. 10 – Advancement to Licensed Aircraft Technician Level 5
20. Clarifying document to selected Tentative Agreement items between IAMAW and Air Canada
21. Memorandum of Agreement Between Air Canada (the “Company”) and International Association of Machinists and Aerospace Workers (Technical Maintenance and Operational Support Bargaining Unit) (the “Union”)
22. Conciliation Commissioner Louise Otis’ Report

Schedule I

The Parties agree to the following modifications/additions to the Tentative Agreement of February 10, 2012:

1. Term

Paragraph 1 is replaced with:

The Collective Agreement is renewed for five years effective April 1, 2011 until March 31, 2016. All modifications take effect upon the renewal of the Collective Agreement unless otherwise indicated.

3. Wages and Compensation

A. Technical Services and Logistics & Supply (Articles 4, 5, 8 and 9)

(i) Paragraph 3 is replaced with the following:

The employees in the categories identified in the list attached as Appendix 2 will receive the following wage increases:

- April 1, 2011 – 2%
- April 1, 2012 – 2%
- April 1, 2013 – 2%
- April 1, 2014 – 3%
- April 1, 2015 – 3%

~~(ii) Paragraph 4 is replaced with the following:~~

All other employees will receive a lump sum payment equivalent to 2% of their regular base wages earned between March 31, 2011 and April 1, 2012. This lump sum payment is provided for instead of the wage scale increase in the first year of the Collective Agreement (2011) described in paragraph 3 above. In addition, these employees will also be entitled to the following wage increases:

- April 1, 2012 – 2%
- April 1, 2013 – 2%
- April 1, 2014 – 3%
- April 1, 2015 – 3%

(iii) Paragraph 5 is replaced with the following:

A new wage scale for Licensed Aircraft Technician 5 ("LAT5") is introduced in the amount of \$35.20, with advancement subject to the terms and conditions of Memorandum of Understanding No.10. LAT5 Annual Evaluations are to be conducted in accordance with the Tentative Agreement dated February 10, 2012. The LAT5 appeal process is pursuant to Louise Otis Clarification document dated February 18, 2012.

(iv) Paragraph 7 is modified by the addition of the following:

Effective April 1, 2015, for all LAT5 employees the monthly premium for each aircraft endorsement obtained will increase to \$100.00.

B. Airports and Cargo Operations (Articles 6 and 7)

(i) Paragraph 9 is replaced with the following:

Employees will receive a lump sum payment equivalent to 2% of their regular base wages earned between April 1, 2011 and May 31, 2012.

(ii) Paragraph 10 is replaced with the following:

Wage scales for all employees will be adjusted as follows:

- April 1, 2013 – 2%
- April 1, 2014 – 3%
- April 1, 2015 – 3%

(iii) Paragraph 15 is replaced by the following:

~~Air Canada will provide employees with a fifteen (15) minute paid lunch effective June 1, 2012 to December 31, 2012. From January 1, 2013 onwards Air Canada will provide employees with a thirty (30) minute paid lunch for the balance of the term of the Collective Agreement.~~