



# 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*

### À TOUS LES MEMBRES DE L'AIMTA TRAVAILLANT POUR AIR CANADA MONTANT FORFAITAIRE

Chers confrères,  
Chères consœurs,

Le District 140 s'est penché sur une question à caractère national visant les employés qui n'ont pas reçu la totalité du montant forfaitaire de 2% tel que d'indiqué dans la décision de l'arbitre Picher rendue le 17 juin 2012.

Les employés de la direction des Services techniques et Logistique et Approvisionnement avaient droit à un montant forfaitaire équivalant à 2% de leur salaire de base reçu entre le 31 mars 2011 et le 1er avril 2012. Les employés de la direction de l'Exploitation aéroports et fret avaient droit à un montant forfaitaire équivalant à 2% de leur salaire de base reçu entre le 1er avril 2011 et le 31 mai 2012.

Les membres qui n'ont pas reçu la totalité du montant forfaitaire de 2% parce qu'ils étaient en accident de travail (CSST, WSIB, WCB) pendant les périodes de temps indiquées ci-dessus devront faire appel auprès de leur Commission provinciale des accidents de travail. Chacun des membres affectés devra contacter la Commission des accidents de travail de sa province pour s'informer du processus à suivre pour interjeter leur appel. Cet appel devra inclure copie de la décision de l'arbitre Picher identifiant l'augmentation forfaitaire. Une version abrégée de cette décision est disponible sur le page Web du District 140 en annexe à ce bulletin (en anglais seulement).

Chacun des membres affectés aura la responsabilité d'obtenir auprès de la Commission une justification écrite de son refus de verser en partie ou en totalité le montant et de la fournir au syndicat.

Lorsque le District 140 aura recueilli tous les refus de la Commission, nous serons en mesure de porter de nouveau la question de compétence devant l'arbitre Martin Teplitsky pour qu'il puisse se prononcer sur la question.

Pour toute question, veuillez contacter votre représentant du District 140.

Syndicalement

Paul Penman  
Président général  
District des transports 140, AIMTA

PP\mb  
p.j.



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VEUILLEZ PHOTOCOPIER, AFFICHER ET FAIRE CIRCULER**

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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 17<sup>th</sup> day of June, 2012.



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Michel G. Picher  
Arbitrator

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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.~~