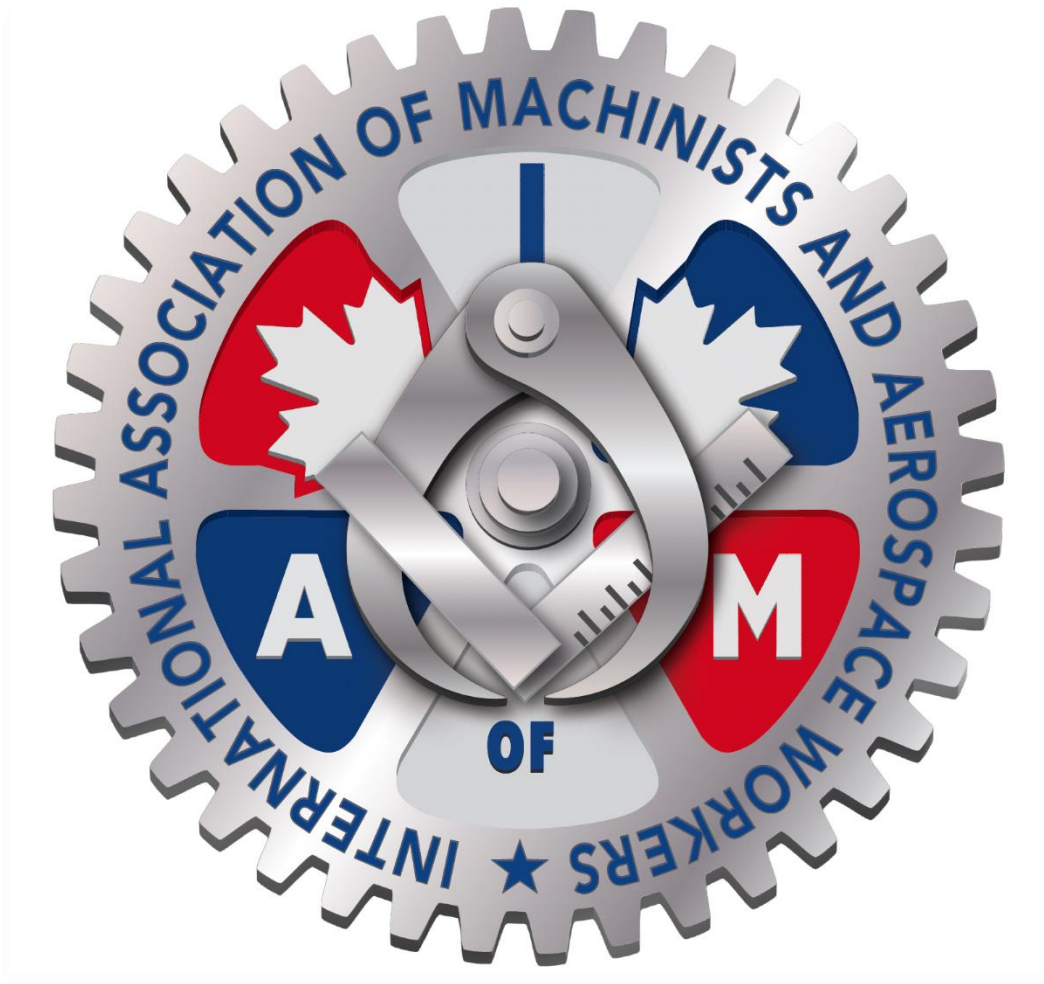


2022 - 2026 COLLECTIVE AGREEMENT CHANGES



(FRENCH TRANSLATION TO FOLLOW)

The purpose of this package is to provide the membership with a document to capture all of the changes made to the Collective Agreement during the 2022 - 2026 opener as prescribed in article 6 of Appendix XXXIV. These changes will be incorporated into the Collective Agreement published at the conclusion of the 2022-2026 negotiations opener. The Table of Contents consists of two (2) sections containing the agreed changes as a result of the negotiations process final agreed to language (FAL) from 2022-2026. These FAL's were included in the Vince Ready Arbitration award.

- 1. Collective Agreement changes applicable to all Members**
- 2. Collective Agreement changes applicable to Airports/Cargo Members**

Section 1 – Applicable to all Members

1. Letter of Understanding 30- Short Term Disability Disputes (Extension to March 31, 2026)
2. Article 16.06.03 Acting Assignment Seniority (doubling of seniority date penalty once past 1040 hours)
3. Side Letter - Statutory Holiday - National Day for Truth and Reconciliation

Section 2 – Applicable to Airports/Cargo Members

1. Article 6.03.02.14 and Article 6.03.03.14 (Full time lay-off date changed from Jan 1, 1999 to Jan 1, 2005)
2. Side letter: One category MOA (no station attendant bumping rights into CEQ)
3. LOU 5 - Bumping to/from airports/Cargo (language clean up and increase in numbers able to bump)
4. LOU 5 side letter (one time bump opportunity for employees with an eligible active LOU 5 request)
5. Airport/Cargo Trainers 2 side letter (pay increase)
6. LOU 29- side letter (on-line access and changes to interview component)
7. Addendum to Memorandum #12 (increase to certain compression levels in YYZ and YUL)
8. Memorandum of Agreement No. 17 Station Attendant- Aircraft Towing (monthly premium for qualified tow and tow assist station attendants at bases with segregated aircraft tow operations and “Bid function”)
9. Articles 6.04.01.02, 6.04.01.03, 6.04.01.04 and 6.04.01.05 (additional primary considerations for promotion and language clean up)

AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: January 10th, 2023
Article: Letter of Understanding No. 30
Issue Number: U20
Version: #1

Letter of Understanding No. 30

Short-Term Disability Benefits Disputes

BETWEEN:

International Association of Machinists and Aerospace Workers and its District Lodge 140

(the "Union")

-and-

Air Canada

(the "Employer")

WHEREAS the Union and the Employer are parties (the "Parties") to a collective agreement which is in effect until March 31, 2016 (the "Collective Agreement");

WHEREAS the Collective Agreement provides for a Group Disability Income Plan (the "Plan") which includes a short-term disability component ("STD Benefits") managed by a third party administrator (the "Plan Administrator")

WHEREAS from time to time grievances have been filed by the Union alleging a wrongful denial of STD Benefits ("STD Disputes");

WHEREAS during the negotiations for the renewal of the Collective Agreement, the Parties have discussed the manner in which STD Disputes can be resolved in an efficient and timely manner;

WHEREAS the Parties wish to enter into the present Letter of Understanding ("Agreement") to reflect their agreement to implement a dispute resolution mechanism to resolve STD Disputes on a trial basis;

NOW THEREFORE, the Parties agree as follows:

1. The preamble shall form an integral part of this Agreement.

Appeal Process

First Level Appeal

2. Employees who wish to appeal the denial or discontinuance of STD Benefits shall do so in writing to the Plan Administrator within the timelines prescribed by the latter in the Plan.
3. An appeal must be submitted in writing and include new medical information for review.
4. Once an appeal is filed, the Employee must comply with all instructions of the Plan Administrator in a timely manner until such time that a decision is rendered.
5. The Plan Administrator will provide the Employee with a written decision which will normally include detailed reasons.

Second Level Appeal

6. If a first level appeal is dismissed, the Employee may file a second level appeal by providing written notice to the Plan Administrator within seven (7) calendar days of the notification of the first level appeal decision.
7. A second level appeal will be decided by an independent medical examiner, experienced in occupational health, agreed-to by the Parties ("IME"). If the Parties are unable to agree within twenty-one (21) calendar days from the notice to appeal, either party can make a request to the Minister of Labour for the appointment of an IME.
8. Upon the filing of a second level appeal, the Employee shall provide both Parties with written consent authorizing the disclosure by the Plan Administrator of all relevant information directly to the IME and the representatives of the Parties who have carriage of the appeal.
9. The IME shall undertake a review of the information provided by the Plan Administrator as soon as possible following his or her appointment.
10. The IME may hold a fact-finding meeting with the Parties to ascertain the issues and facts prior to rendering a decision, including with respect to the requirements of the Employee's position. If a fact finding meeting is held, the IME shall allow the Employee, a representative from the Union, the Employer and the Plan Administrator the opportunity to present their case. The Parties shall not be represented by lawyers, and no witnesses will be allowed to testify.
11. The IME will determine, through objective medical evidence in the file provided by the Plan Administrator, any functional restrictions or limitations, and compared to the requirements of the Employee's position, whether the Employee is capable of fulfilling the requirements of the Employee's position with or without accommodation. In so doing, the IME will determine the severity of the medical condition and its anticipated duration. The IME will also determine the anticipated duration of any restrictions or limitations. The IME may also provide recommendations to permit the Employee to return to work.
12. The costs of the IME, including those associated with the fact finding meeting, if any, shall be shared equally between the Parties.

Employee Status

13. Employees who have filed a first or second level appeal and who have provided the Plan Administrator with medical documentation from their treating physician attesting to their inability to return to work, with or without accommodation, will be considered on a personal leave of absence until such time that a decision has been rendered on the first or second level appeal, as the case may be.

14. During such time that employees are on a personal leave of absence, eligibility for benefits and privileges shall be in accordance with the Employer's policies.
15. Employees who fail to appeal a decision within the timelines prescribed by the Plan or this Agreement, or who fail to comply with the instructions of the Plan Administrator or the IME, will be required to return to work forthwith and, should they fail to do so, will be considered to be on an unauthorized absence. In either case, the initial decision of the Plan Administrator will be considered final.


Grievance Procedure

16. Decisions made by the Plan Administrator or the IME are not subject to the grievance procedure in the Collective Agreement.
17. In the event a grievance raises, directly or indirectly, the conclusions of the Plan Administrator or the IME, the arbitrator hearing that grievance shall be bound by the conclusions contained in the decision of the Plan Administrator or the report of the IME.

Miscellaneous


18. This Agreement will be implemented on a trial period basis concluding March 31, 2025.
19. Within ninety (90) days of the end of the trial period, the Parties will meet to discuss the renewal of this Agreement. If no agreement on renewal is reached at to end of the trial period, either Party may, provide the other with written notice advising of its intent to withdraw from this Agreement no sooner than thirty (30) business days following the date of such notice.
20. This Agreement applies only to STD Disputes and shall have no application to disputes concerning long-term disability benefits. The Plan Administrator has sole jurisdiction in adjudicating long-term disability claims and making the decisions regarding eligibility for long-term disability benefits.
21. In the event of conflict between any provision of this Agreement and the Collective Agreement, this Agreement shall prevail with respect to the subject matter of the conflict.

Company:


John Beveridge


Andrea Zaffaroni

Union:


Steve Prinz


Lou Pagrach

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 14, 2022

Article: 16.06.03

Issue Number: UA02

Version: #2

16.06.03 Permanent employees who accept temporary assignments to positions above and beyond the scope of this Agreement, shall continue to accrue seniority within the category and classification for a total of twenty-six (26) weeks within any calendar year. Under circumstances where an accumulation of temporary assignments exceeds twenty-six (26) weeks, no additional seniority shall be accrued during the calendar year while on such assignments.

NOTE 1: Non-accrual of seniority will not be applicable to Training assignments involving introduction of new type aircraft and employees working under the provisions of Article 16.19.02.

NOTE 2: Training assignments will not be limited to employees actually conducting training, but may include employees who are performing, or who are dedicated to training planning, development, and support functions. Any work being completed by such employees on temporary assignments, under this exemption, must be related to the training function.

NOTE 3: The non-accrual of seniority Exemptions includes all aspects and functions specifically related to the introduction of new type aircraft (e.g., training, planning, coordination, procedures, development, project work.)

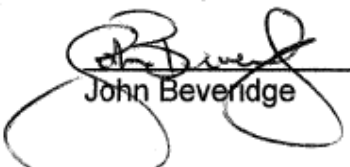
NOTE 4: The application of Article 20.03.01 will apply to all such assignments.


NOTE 5: To qualify for this exception, employees accepting acting management assignments will not be permitted to sign/issue disciplinary letters of any kind.

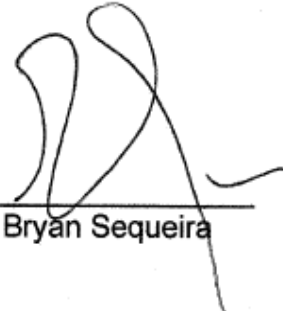
- a) Twenty-six (26) weeks within any calendar year will be administered on the basis of actual hours worked, i.e., forty (40) hours equals one week, one thousand and forty (1,040) hours equals twenty-six (26) weeks.
- b) Actual hours worked includes overtime hours worked but excludes undertime, vacation, leave of absence, illness and Statutory Holiday credits.
- c) Non-accrual seniority adjustments for temporary assignments to positions above and beyond the scope of this Agreement, will be affected as a result of an accumulation of hours in excess of one thousand and forty (1,040) hours.
- d) An individual's seniority date(s) will be adjusted by two (2) calendar day for each eight (8) hours worked in excess of one thousand and forty (1,040)hours.

NOTE: Non-accrual seniority adjustments will be made annually in accordance with the provisions of Article.

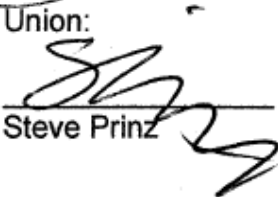
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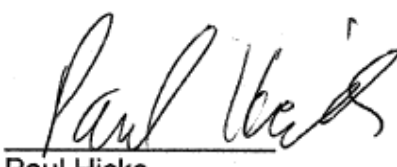

John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz


Paul Hicks

AIR CANADA - IAMAW Negotiations

AIR CANADA POPOSAL

Date: June 29th, 2022
Article: 12 (Statutory holidays)
Issue Number: Global U14
Version: #1

Mr. Steve. Prinz
General Chairperson
IAMAW – District Lodge 140
Richmond, BC
VGX 1X7

Subject: Statutory Holiday-National Day for Truth and Reconciliation

Dear Mr. Prinz,

Further to the discussions during the 2022 re-opener bargaining session, the parties will continue the existing practice with regards to the Truth & Reconciliation statutory holiday. The statutory holiday will not be taken in time and will not be assigned. A credit of twelve (12) hours at straight time will be provided if the Statutory Holiday falls on a scheduled day off. If the Statutory Holiday falls on a scheduled workday, the day will be paid at time and a half (X1.5).

Regards

John Beveridge

Senior Director, Labour Relations

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 14, 2022

Article: 6.03.02.14 and 6.03.03.14

Issue Number: UA12a, UA12b

Version: #2

6.03.02.14 Full Time Station Attendants with a seniority date prior to January 1, 2005 will not be laid-off or placed on laid-off status at the point while part-time Station Attendants are actively employed at the point.

Full-time Station Attendants with a seniority date subsequent to January 1, 2005 may be laid-off at the point, while part-time employees are actively employed. Such employees may bump/displace the most junior part-time Station Attendant at the point. These employees will assume the status of part-time Station Attendant and will not exceed the maximum part-time wage rate.

Full-time Station Attendants pre and post 1990 may elect to bump in accordance with Article 16.15 and subject to Article 16.10.01 in the division/system, in accordance with their seniority to retain full-time status.

The "bumping" process will be conducted on a step-by-step basis in accordance with information received in terms of employee preference. Employees will only be notified of the outcome in terms of their individual status once the exercise is complete and final.

Part-time Station Attendants, when laid-off, may not "bump"/displace other more junior full-time Station Attendants at the point.

6.03.03.14 Full Time Cabin Servicing & Cleaning Attendants with a seniority date prior to January 1, 2005 will not be laid-off or placed on laid-off status at the point while part-time Cabin Servicing & Cleaning Attendants are actively employed at the point.

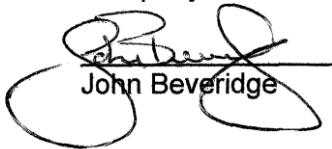
Full-time Cabin Servicing & Cleaning Attendants with a seniority date subsequent to January 1, 2005 may be laid-off at the point, while part-time employees are actively employed. Such employees may bump/displace the most junior part-time Cabin Servicing & Cleaning Attendant at the point. These employees will assume the status of part-time Cabin Servicing & Cleaning Attendant and will not exceed the maximum part-time wage rate.

Full-time Cabin Servicing & Cleaning Attendants with a seniority date of June 13, 1997 or earlier may elect to bump in accordance with Article 16.15 and subject to Article 16.10.01 in the division/system, in accordance with their seniority to retain full-time status. Full-time and part-time Cabin Servicing & Cleaning Attendants with a seniority date post June 13, 1997 may elect to bump in accordance with the "One Category Memorandum" dated June 13, 1997.

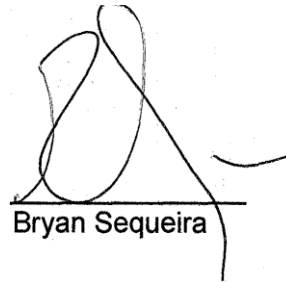
The "bumping" process will be conducted on a step-by-step basis in accordance with information received in terms of employee preference. Employees will only be notified of the outcome in terms of their individual status once the exercise is complete and final.

Part-time Cabin Servicing & Cleaning Attendants, when laid-off, may not "bump"/displace other more junior full-time Cabin Servicing & Cleaning Attendants at the point.

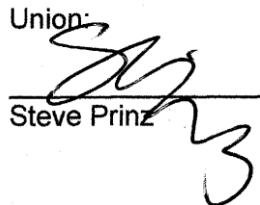
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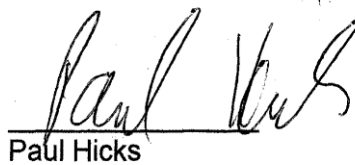

John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz


Paul Hicks

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 14, 2022

Article: One Category MOA

Issue Number: C16

Version: #2

Mr. Steve. Prinz
General Chairperson
IAMAW - District Lodge 140
Richmond, BC
V6X 1X7

Subject: Changes to the One Category Memorandum dated June 15, 1997

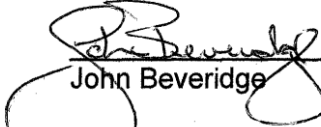
Dear Mr. Prinz,

Further to the discussions during the 2022 re-opener bargaining session, the parties agree to adjust the One Category Document to reflect in the event of a lay-off, Station Attendants without any previous seniority in Lead Cabin Servicing and Cleaning Attendant or Cabin Servicing and Cleaning Attendant will not have bumping rights into those classifications.

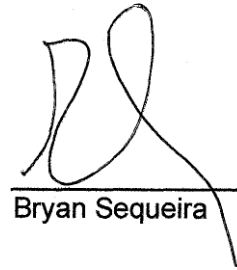
Regards

John Beveridge
Senior Director, Labour Relations

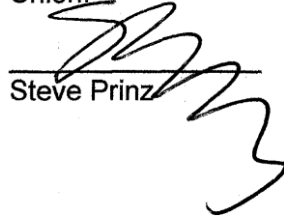
Company:


John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz


Paul Hicks

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 14, 2022
Article: Letter of Understanding No. 5
Issue Number: C07 and UA07
Version: #2

LETTER OF UNDERSTANDING NO. 5 - BUMPING TO/FROM CARGO AND/OR AIRCRAFT SERVICES

L5.01 At stations where the Cargo Business Unit is operating a cargo terminal, Customer Service Agents, Lead Station Attendants and Station Attendants in Aircraft Services with a minimum of three (3) years from the date of hire or from the date of last bump into their current work location under the provisions of this Letter of Understanding, who desire to bump into the cargo terminal, shall so indicate via the appropriate electronic tool by September 1st of each year. Customer Service Agents, Lead Station Attendants and Station Attendants in the cargo terminal, with a minimum of three (3) years from the date of hire or from the date of bump into their current work location, under the provisions of this Letter of Understanding, who desire to bump to Aircraft Services, shall so indicate via the appropriate electronic tool by September 1st of each year.

NOTE 1: An employee may submit a bump request at any time prior to the September 1st deadline, but such a bump request will be subject to the provisions of this Letter of Understanding and the Collective Agreement.

L5.02 Customer Service Agents, Lead Station Attendants and Station Attendants who have met the provisions of Articles LS.01 above, will be placed on the bumping list, and will be eligible to exercise bumping privileges providing there are permanent employees with less seniority in their own classification.

L5.03 Employees exercising "bumping privileges" will normally be actioned in the fall period with sufficient time to allow the employee to bid for both shift and vacation in the new location. However, the reporting date may be adjusted to meet local

training and operational requirements. In the event that the Company needs to deviate from actioning these transfers in the fall period, the Company commits to addressing the issue with the Union at the Headquarters level prior to implementing the transfers

Bumping to/from Cargo and/or Aircraft Services will be 10% of the total permanent staff by classification as of September 1st of each year within the Cargo terminal but restricted to a maximum of twenty (20) people within each classification.

At stations where the above would not apply, a minimum of one (1) Customer Service Agent, one (1) Lead Station Attendant and two (2) Station Attendants would be permitted to bump.

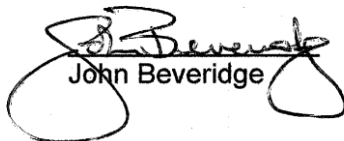
- L5.04 Selection of employees who are exercising "bumping privileges" to/from cargo or Aircraft Services will be in accordance with LS.02 and LS.03.
- L5.05 Employees offered the opportunity to bump must advise their Manager of their decision in writing within twenty four (24) hours of the date of such offer. Failure to advise the Manager will be considered a declination of the transfer.

NOTE: Once an employee has confirmed "acceptance" in writing, the bump must be accepted and he will not be eligible to bump back for a period of three (3) years from date of bump.

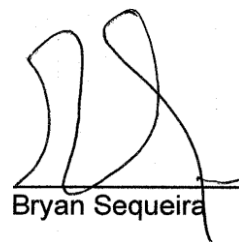
- L5.06 This Letter of Understanding cancels and supersedes Item 6 of the 1966 Biller Agreement (Filling of permanent Station Attendant vacancies – Cargo warehouse and ramp). The remainder of the Biller Agreement will remain in full force and effect.

Signed September 14, 2022 in Toronto, Ontario, Canada

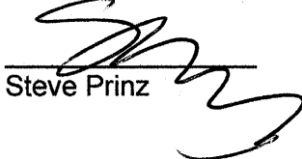
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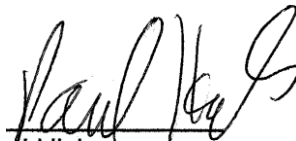

John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz



AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 14, 2022
Article: Letter of Understanding No. 5 – Side Letter
Issue Number: C07 and UA07
Version: #2

Mr. Steve. Prinz
General Chairperson
IAMAW - District Lodge
140 Richmond, BC
V6X 1X7

Subject: Letter of Understanding #5

Dear Mr. Prinz,

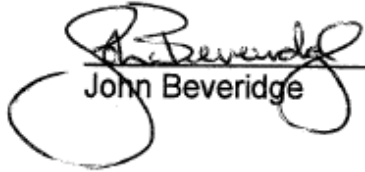
Further to the discussions during the 2022 re-opener bargaining session, pertaining to the modifications made to Letter of Understanding #5, the parties agree to the following logistical items:

- On a one-time exceptional basis, and exclusive to 2022, all employees with an eligible LOU #5 request on the date that the bump is initiated will be offered the opportunity to transfer/bump. This process may be conducted in more than one (1) wave depending on the Company's ability to induct such employees into training as required.
- In the computation of the 10%/20 people (L5.03), a result shall be rounded down to the nearest whole number when it has decimal of 0.4 or less and shall be rounded up to the next whole number when the decimal is 0.5 or greater.


Regards

John Beveridge
Senior Director, Labour Relations

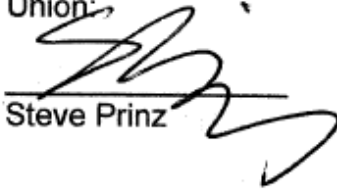
Company:


John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz


Paul Hicks

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 23rd, 2022
Article: Airport/Cargo Trainers 2
Issue Number: C14
Version: #1

Mr. Steve. Prinz
General Chairman
IAMAW - District Lodge 140
Richmond, BC
V6X 1X7

Subject: Airport/Cargo Trainers 2 Pay level

Dear Mr. Prinz,

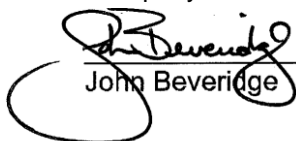
Further to the discussions during the 2022 re-opener bargaining session, no later than thirty (30) days following ratification and upon commencement of a full pay period, all Airport/Cargo Trainers 2 will be migrated to the Lead Customer Service Agent Cargo (LCSA-Cargo) salary (currently \$33.10)

Any issue arising out of this readjustment will be discussed between the Company and Union 'at Headquarter level.

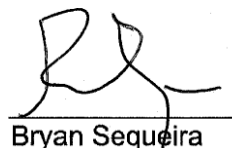
Signed this 23rd day of June 2022

John Beveridge
Senior Director, Labour Relations

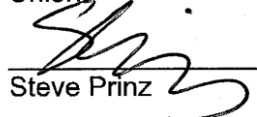
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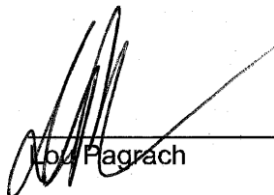

John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz


Lou Pagnach

June 23rd 2022

YVR-Sheraton Airport

1

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 23rd, 2022
Article: LOU # 29 - Selection Process for Above Basic Classifications
Airports & Cargo
Issue Number: UA8
Version: #1

June 23rd, 2022

Mr. Steve Prinz
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Steve,

As discussed during the 2022 round of collective bargaining, the LOU 29 process has been modified to provide for unlimited on-line access to examinations at periodic intervals. As the technology evolves, the intention is to move towards unlimited 24/7 access to on-line examinations.

In addition, and for the duration of the 2022-2026 collective agreement, the structured interview component of LOU 29 will be conducted by three (3) individuals, consisting of one (1) management representative and two (2) representatives designated by the Union.

Sincerely,

John Beveridge
Senior Director, Labour Relations

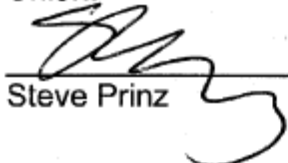
Company:


John Beveridge


Andrea Zaffaroni


Bryan Sequeira

Union:


Steve Prinz


Lou Pagraah

June 23rd 2022

YVR-Sheraton Airport

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AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 16th, 2022
Article: Addendum to Memorandum # 12
Issue Number: Union additional item
Item Version: #1

Mr. Steve. Prinz
General Chairperson
IAMAW - District Lodge 140
Richmond, BC
V6X 1X7

Subject: Addendum to Memorandum # 12 (Airports and Cabins)

Dear Mr. Prinz,

Further to the discussions during the 2022 re-opener bargaining session, the Company agrees to the Union request to vary Toronto (YYZ) and Montreal (YUL) compression ratios in the Airports and Cabins business units as follows:

MONTREAL AIRPORT

Maximum compression ratios for Stations Attendants (SA) and Lead Station Attendants (LSA) will increase from a maximum of 20% to a maximum of 35%.

TORONTO AIRPORT & CABINS

Maximum compression ratios for Stations Attendants and Lead Station Attendants will increase from a maximum of 30% to a maximum of 40%

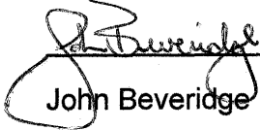
Maximum compression ratios for Customer Service Agents (CSA) will increase from a maximum of 20% to a maximum of 40%

Maximum compression ratios for Cabin Servicing & Cleaning Attendants (CSCA) and Lead Cabin Servicing & Cleaning Attendants (LCSCA) will increase from a maximum of 20% to a maximum of 40%.

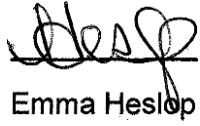
John Beveridge

Senior Director, Labour Relations

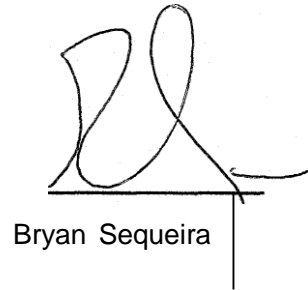
Company:



John Beveridge



Emma Heslop

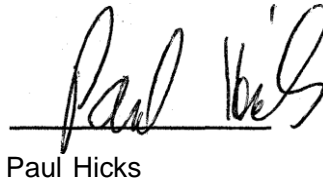


Bryan Sequeira

Union:



Steve Prinz



Paul Hicks

AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: September 16th, 2022

Article: NEW

Issue Number: C10 and UA13

Version: #1

**Memorandum of Agreement No. 17 –
Station Attendant – Aircraft Towing**

BETWEEN

**AIR CANADA
("The Company")**

And

**International Association of Machinists and Aerospace Workers (IAMAW)
("The Union")**

Station Attendant (SA) – Aircraft Towing

WHEREAS it was agreed during collective bargaining, a new premium will be paid for the Aircraft Towing Function comprised of "Tow Qualified" Station Attendants (ROC-A, "D" license, Air Canada Tow Training) and "Tow Assist" Station Attendants (ROC-A, Air Canada Tow Assist Training).

WHEREAS it will be comprised in the Stations that have and segregate Aircraft Towing Operations and "Bid Function".

WHEREAS for shift scheduling purposes Airports operations will administer Towing operations separately within the Station Attendant classification.

NOW THEREFORE the Parties agree as follows:

QUALIFICATIONS:

Station Attendants bidding on the "Tow Qualified" Aircraft Towing function must have a valid ROC-A and "D" license issued by the appropriate Airport Authority and present at the time of bidding, they also must be eligible to receive and successfully complete the Air Canada Tow certification course and maintain qualifications throughout the 24-month period.

Station Attendants bidding on the "Tow Assist" Aircraft Towing function must have a valid ROC-A and present at the time of bidding, they also must be eligible to receive and successfully complete the Air Canada Tow Assist certification course and maintain qualifications throughout the 24-month period.

Employees who have not performed full Tow Crew duties during a 12-month consecutive period will require a prescribed proficiency refresher prior to being assigned to or accepting a Tow Crew shift.

BIDDING PROCESS:

Station Attendants bidding into the Aircraft Towing functions must remain in the position mentioned above for a minimum of twenty-four (24) months from the date of entry;

Within the 24-month period the Station Attendants who bid into the Aircraft Towing function will participate in an internal shift bidding exercise one (1) to four (4) times per year, subject to the applicable language in Article 10, the WSRC process, and Memorandum of Agreement NO. 12.

VACATION:

Employees within the Aircraft Towing function will bid their vacation amongst themselves and carry their own vacation relief. Vacation slots and distribution will be determined as per Article 13.12 however, the Company will provide a minimum of one (1) vacation slot per week regardless of the flat-line number. In Stations where Full-time and Part-time classifications exist within the Tow crew function the vacation liabilities will be combined for determination of slots, distribution and bidding purposes.

Employees bidding within this function will bid their vacation based on their company service date and will bid their shift based on their seniority as per the Collective Agreement;

RELIEF:

Relief positions within the Tow function will be primarily utilized to backfill Tow function vacancies. In the situation where backfill within the Tow function is not required these employees will be utilized to cover other vacancies within the Station as required.

SHIFT TRADES:

Qualified Station Attendants within the Aircraft Towing function will be allowed shift trade within the function and/or with employees who possess equal/required qualifications.

VACANCIES:

Any vacant position(s) in excess of sixty (60) days in the Aircraft Towing function will be "mini bid" first within the department. For example, if the vacancy exists in the Aircraft Towing function, it will be "mini bid" and only employees that are "fully qualified" working in the Aircraft Towing function will be eligible to bid on the vacancy as per the Collective Agreement (article 10.01.03.02 c);

If a vacancy does not get filled through the "mini bid" process within the specific function, the vacancy will then be "mini bid" to all eligible employees;

If the vacancy is not filled through the "mini bid" process or a vacancy exists in the relief pool through normal movement, the open vacancy may be filled through a vacancy bulletin.

TRANSFERS:

Every twenty-four (24) months, there will be a concurrent bid between the two (2) positions Airports General Operations / Airports Tow Crew Operations;

Should vacancies exist after completion of the biannual bid in/bid out process, they will be filled by assigning the qualified Station Attendant who has the lowest seniority but will not be subject to the 24-month requirement to remain in the function.

PREMIUM:

"Tow Qualified" employees who bid/hold a position within the Aircraft Towing function will receive a monthly premium of \$400 per month above their current salary.

"Tow Assist" employees who bid/hold a position within the Aircraft Towing function will receive a monthly premium of \$200 per month above their current salary.

Note: The premium for Part-Time employees within the Aircraft Towing function will be prorated each bid based on scheduled weekly hours worked within the function.

OVERTIME:

All overtime worked in the Aircraft Towing function will be as per article 10.02 of the Current Collective agreement. All employees who are qualified for the function will be considered for overtime assignments with primary consideration given to the Station Attendants who are active in the Aircraft Towing function.

IMPLEMENTATION PROCESS:

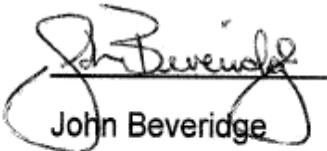
Implementation will be aligned with Summer 2023 shift bid (or earlier, at the discretion of the Corporation). The current qualified Station Attendants who are currently performing the Tow Crew function will be given primary consideration for the new Aircraft Towing positions. Upon implementation, candidates may bid on the Tow Crew function and displace employees assigned to the function that are junior to them. Such displacement will become effective once training requirements are met. The Company will make every reasonable effort to complete the above mentioned training expeditiously subject to the availability of training resources.

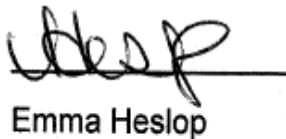
MISCELLANEOUS:

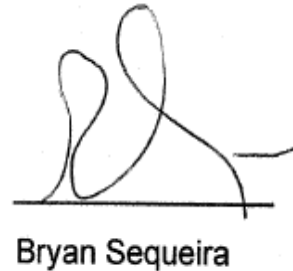
This agreement will be implemented on a trial period basis for the duration of the Collective agreement.

Dated this September 16, 2022

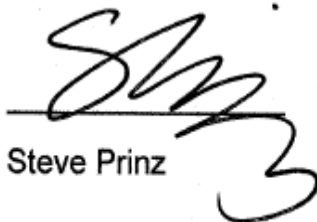
Company:


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Emma Heslop


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Union:


Steve Prinz


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AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 28th, 2022
Article: 6.04.01.02, 6.04.01.03, 6.04.01.04 6.04.01.05
Issue Number: UA 6 a), UA 6 b), C6
Version: #4

6.04.01.02 Lead Station Attendant

Addressed to Station Attendants (Full-Time and Part-Time), Airports/Cargo Trainers I, Customer Service Agents (Full-Time and Part-Time) and Gate Planners. Selection will be on the basis of Station Attendant Seniority.

NOTE: Secondary consideration to be given to Cargo Communications Operators, Baggage Claim Coordinators, Lead Cabin Servicing & Cleaning Attendants and all Cabin Servicing & Cleaning and Attendants (full time and part-time) at the point only.

6.04.01.03 Customer Service Agent

Addressed to Lead Station Attendants, Station Attendants (Full-Time and Part-Time), Lead Cabin Servicing & Cleaning Attendants, Cabin Servicing & Cleaning Attendants (Full-Time and Part-Time), Gate Planners, Baggage Claim Representatives, Airports/Cargo Trainers I and Customer Service Agents – Part-Time. Selection will be on the basis of the applicant's seniority in their most recent basic classification.

NOTE 1: For the purpose of determining the senior applicant, a part-time Customer Service Agent (hired prior to November 1, 2011) who has no previous service as a Station Attendant will use their date of part-time Customer Service Agent.

NOTE 2: Secondary consideration to be given to Cargo Communications Operators, Baggage Claim Coordinators.

6.04.01.04 Customer Service Agent - Weight & Balance

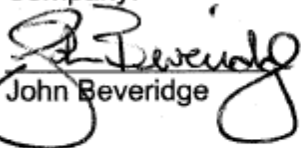
Addressed to Customer Service Agents (Full-Time and Part-Time), Lead Station Attendants, Station Attendants (Full-Time and Part-Time), and Airports/Cargo Trainers I Selection will be on the basis of Station Attendant seniority.

6.04.01.05 Customer Service Agent - Airports (YFC only)

Addressed to Customer Service Agents (Full-Time and Part-Time), Customer Service Agents - Weight & Balance, all Lead Customer Service Agents, Lead Station Attendants and Station Attendants (Full-Time and Part-Time). Selection will be on the basis of the applicant's seniority in basic classification.

NOTE: Secondary consideration to be given to Cargo Communications Operator, all Cabin Servicing & Cleaning Attendant (full time and part-time) and Lead Cabin Servicing & Cleaning Attendant. Selection will be on the basis of basic classification seniority date.

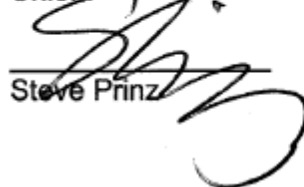
Company:


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Bryan Sequeira

Union:


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Lou Pagnach