



New Tentative Agreement

Implementation of New Articles

Tentative Agreement items	Effective as of	Notes	Explanation
Article 2 Scope of Agreement	UPON RATIFICATION		
Article 16 Seniority	UPON RATIFICATION		
Article 17 Layoff	UPON RATIFICATION		
LOU 55 rouge	UPON RATIFICATION		rouge working conditions and wages to be incorporated into mainline Collective Agreement as an LOU (Letter of Understanding).
LOU XX Flow Through	UPON RATIFICATION	Effective only once the Company has hired and trained new hires.	
LOU XX.03 Block Hour Guarantee	UPON RATIFICATION	Guarantees start in 2016.	Overseas block hour guarantee per base and system-wide block hour guarantees.



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LOU XX.04 Crew Complement	January	Subject to system change requirements therefore will be available in January due to pairings being built one month in advance.	Changes to crew complement outlined in grid. See Tentative Agreement document Annex "A".
Flight Time Credits	UPON RATIFICATION	Subject to system change requirements. Will be recognized by the Netline system and retroactively paid automatically.	Pairings are back to being subject to 'sched or better' which means there is no loss of credits if the actual flying time is shorter than scheduled.
Crew Meals Domestic/Transborder	December	Meals are already ordered for December therefore one month of meals being boarded in addition to payment of per diems.	Meals will now be paid rather than boarded on domestic and transborder flights as per current meal allowance rates, subject to 2% yearly increase.
Galley Position 777HD	January	Subject to system change requirements therefore will be available in January due to pairings being built one month in advance.	New bid position in PBS for working the back galley on the B777-HD aircraft only.
Reserve: Interruption to Crew Rest	UPON RATIFICATION		Reserve Blockholders will now have the ability to request a startover of crew rest at home base if interrupted within the first 12 hours. At layover stations, the Company shall not contact cabin crew during minimum legal rest period or 2.5 hours prior to departure. Only silent messages in crew member's hotel rooms can be left during the



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			minimum legal crew rest.
Reassignment	UPON RATIFICATION		Regular Blockholders will have the option to opt out of reassignment duties either at home base or when transiting home base when subject to reassignment as per the conditions outlined in B6.03.
All Night Flights	January	Subject to system change requirements therefore will be available in January due to pairings being built one month in advance.	Duty periods will not contain a third flight leg if the duty period contains a flight which is scheduled to depart between 21:00 and 02:00 (Local time).
Crew Breaks (on flights of 7hrs)	UPON RATIFICATION		Permission to sleep for up to an hour during crew break on flights scheduled to exceed 7 hours from gate to gate.
Reserve Protection of GDO-RDO	UPON RATIFICATION		50% premium on all flight time credits for scheduled flight(s) operated on RDO's.
Reserve MMG 75hrs	December	Available as of December due to block month cycles. Will require retroactive adjustment pay due to time constraints with system changes.	Increase in MMG from 70hrs to 75hrs (Please note that the increase in credit requirement to



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Passport Renewal	UPON RATIFICATION	New passport amounts may be claimed for purchases made after November 17, 2015.	Passport reimbursement fees increased from \$87 to \$177 for a ten year passport.
Reporting Pay (training)	UPON RATIFICATION		Minimum 1hr minimum guarantee for any online training (paid at one half of his\her hourly rate of pay as per Article 6.04. Also, any customer service training as of ratification when offered away from home base will be subject to the new LOU.
Pay Progression	UPON RATIFICATION	Subject to system change requirements. Will be recognized by the payroll system and retroactively paid automatically.	Members moving up the pay scale, will now have the higher rate as of the following duty period and credits earned.
Check-in/Check-out Gratuity Allowance	December	Subject to system change requirements. Will be recognized by the Netline system and retroactively paid automatically.	Increase in allowance from \$4.10 to \$5.05
Automatic DOT	UPON RATIFICATION	May require retroactive adjustment and payment in the future	Duty Extension Premium automatically applied to flight time credits when duty day limitations are exceeded. (See Article B5.02.03.03.04)



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Vision Care Benefits	UPON RATIFICATION	Increase in allotment as of date of ratification but can only be claimed once per 24 month period as per current practice	Increase in benefit from \$225 to \$325
Massage Therapy Benefits	UPON RATIFICATION	Yearly family allotment of \$800 to expire December 31, 2015 and new allotment of \$800 recommences in next calendar year.	New benefit. \$80 per visit to a maximum of \$800 per family.
Group Life Insurance Plan	UPON RATIFICATION		The Company will pay 100% of the Air Canada Group Life Insurance Premiums up to a maximum of \$85,000.
Special Assignment Reports	UPON RATIFICATION		Detailed reports of Special Assignments per base.
Central Site Flight Release	January		One additional Central Site representative.
Personal Time Bank	As soon as possible	To be determined with I.T. department	Ability to bank credits earned by Voluntary Extension.



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Breastfeeding LOA	UPON RATIFICATION	If on Leave of Absence for breastfeeding purposes as of November 17, 2015, may buy back pension for entire period of LOA.	Ability to buy back pension for duration of Leave of Absence.
Trip Trade System	As soon as possible	To be determined with I.T. department.	Extensive system features to be announced at a later date.
PBS Improvement Allocation	UPON RATIFICATION		\$3,000 allotment per year for system improvements.
A321 Crew Complement	January	Subject to system change requirements therefore will be available in January due to pairings being built one month in advance.	Removal of LOU 54 requirement to crew A321 with 5 crew members 50% of total flying hours. Minimum crew complement now 4 on A321.
Union Business and Pension Buy Back	UPON RATIFICATION		Ability to buy back pension for duration of Leave of Absence.
Profit Sharing Plan	UPON RATIFICATION	The cabin personnel plan will be implemented effective with the 2015 plan year.	See Tentative Agreement document Annex "A"



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Pension Plan Improvements	UPON RATIFICATION	YMPE definition change January 1, 2016.	See Tentative Agreement document Annex "A"
2% Increase In Per Diems	December		Yearly increase of 2% on current meal allowance rates outlined in Article 7.02.02
Lump Sum \$5,000	December 17, 2015 or sooner	The criteria for eligibility is for anyone "who is active on the payroll on the payment date or who is inactive on that date for less than three (3) years on account of being either on WIP or on a Company-approved leave of absence."	Active employees will receive the lump sum right away. Those off the payroll (LOA's, maternity leave..) may request to receive payment of the lump sum right away or wait until return to active status. This payment could negatively affect receipt of other premiums such as E.I. and worker's compensation.
2% Wage Increase	April (2016)		Yearly increase of 2% on current rates of pay outlined in Article 5.
Christmas and New Year C1 Travel Passes	UPON RATIFICATION	Passes will be loaded in travel profile during January system refresh and will not be subject to expiration (Please note that these C1 passes cannot be carried into your retirement).	One C1 travel pass per each day worked (includes Reserve blockholders on call-in or ready reserve days even if no flight is assigned).