



# **COLLECTIVE AGREEMENT**

*between*

**AIR CANADA**

*and the*

**CANADIAN AIRLINE  
DISPATCHERS ASSOCIATION**

**Effective: March 1, 2016**

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## **PREAMBLE**

- P1.01 This agreement incorporates changes made by and between Air Canada, hereinafter referred to as the Company and the Canadian Air Line Dispatchers Association, hereinafter referred to as the Association, as agreed to on January 30, 2016. This Agreement replaces and supersedes the Agreement between the Company and the Association which expired on February 29, 2016.
- P1.02 The purpose of this Collective Agreement is in the mutual interest of the Company and the Dispatch Employees to provide for the operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, and efficiency and economy of operation, and the continuation of employment under conditions of reasonable hours, compensation, and working conditions. It is recognized by this Collective Agreement to be the duty of the Company and of the Dispatch Employees to cooperate fully both individually and collectively for the advancement of that purpose.
- P1.03 For the purpose of this Collective Agreement, all masculine pronouns shall be read to include the feminine.

## **ARTICLE 1 ASSOCIATION RECOGNITION**

- 1.01 The Company recognizes the Association as the sole bargaining agent for the Dispatch Employees permanently domiciled in Canada, or as may be otherwise assigned to stations outside the territorial limits of Canada.
- 1.02 Those Dispatch Employees assigned to any station or base outside of the territorial limits of Canada will be covered by a Letter of Contract for the duration of such assignment. A copy of each such letter shall be supplied to the Association.
- 1.03 It is recognized that flights operated by Air Canada pilots (excluding acceptance flights) will be dispatched by Air Canada Dispatchers in accordance with the Collective Agreement unless otherwise mutually agreed.
- 1.04 Air Canada Pilot means a pilot who holds a position on the Air Canada Pilots System Seniority List.
- 1.05 In order to provide employment security for Air Canada Flight Dispatchers, Air Canada agrees that no layoffs of any Dispatcher will result from the following events:
  - 1.05.1 Current or future code share agreements with other air carriers;
  - 1.05.2 Current or future commercial agreements with other air carriers or their affiliates, including wet lease agreements;
  - 1.05.3 The transfer of any aircraft to an entity which has, as of April 1, 2011:
    - (i) entered into a Capacity Purchase Agreement with Air Canada for domestic and/or transborder air carrier operations; or
    - (ii) entered into a transborder and/or International Codeshare or Joint Venture agreement with Air Canada.
  - 1.05.4 To the extent possible, the Company shall notify the Association of any planned implementation of automation that will be used in the performance of, or affecting, the Dispatch function.

## **ARTICLE 2 DEFINITIONS**

- 2.01 **FLIGHT DISPATCHER IN TRAINING (Dispatcher in Training)** – A Dispatch Employee prohibited under CARs from exercising Operational Control over Company flights.
- 2.02 **FLIGHT DISPATCHER (Dispatcher)** – A Dispatch Employee qualified as per the Canadian Aviation Regulations (CARs) and who is regularly assigned the responsibility of exercising Operational Control over Company flights.
  - 2.02.1 **DOMESTIC DISPATCHER** – A Dispatcher qualified by the Company to work domestic desks.
  - 2.02.2 **INTERNATIONAL DISPATCHER** – A Dispatcher qualified by the Company to work international and domestic desks.
- 2.03 **PROJECT DISPATCHER** – A Dispatcher assigned to a position for administrative and operational support in areas such as but not limited to technical, standards, training and operations.
  - 2.03.1 **TEMPORARY PROJECT DISPATCHER** – A Dispatcher assigned to administrative duties on an ad hoc basis for operational support and other duties as assigned.
- 2.04 **ON THE JOB TRAINING INSTRUCTOR (OJTI)** – A Dispatcher assigned to provide on the job training.
- 2.05 **CHECK DISPATCHERS** – A Dispatcher who performs the Transport Canada mandated competency desk checks.
- 2.06 **CHIEF DUTY DISPATCHER (CDD)** – A Dispatcher designated by Flight Dispatch Management to provide daily operational leadership, direction and guidance.
- 2.07 **CHIEF NETWORK MANAGEMENT DISPATCHER (CDN)** – A Dispatcher designated by Flight Dispatch Management to provide daily leadership and guidance with regard to air traffic control management and network management initiatives.
- 2.08 **CHIEF FLIGHT DISPATCHER, TECHNICAL** – A Dispatcher designated by Flight Dispatch Management to provide leadership, direction and guidance in the area of technical.
- 2.09 **CHIEF FLIGHT DISPATCHER, TRAINING** – A Dispatcher designated by Flight Dispatch Management to provide leadership, direction and guidance in the area of training.
- 2.10 **CHIEF FLIGHT DISPATCHER, SAFETY & ATC** – A Dispatcher designated by Flight Dispatch Management to provide leadership, direction and guidance in the area of safety and ATC coordination.
- 2.11 For the purpose of this Collective Agreement, the term **DISPATCH EMPLOYEE** shall include all of the classifications and sub-classifications above.

## **ARTICLE 3 RESERVATIONS OF MANAGEMENT**

- 3.01 Subject to the provisions of this Collective Agreement, the control and direction of the working forces including the right to hire, suspend or discharge for cause, dispense with, to advance or set back in

classification, to reassign, to transfer or lay off because of lack of work or for other legitimate reasons, is vested solely in the Company.

- 3.02 These enumerations shall not be deemed to exclude other prerogatives not enumerated, and any of the rights, powers or authority of the Company are retained by the Company except those which are subject to the provisions of this Collective Agreement.
- 3.03 The Company maintains the right to retain a maximum of four (4) Flight Dispatch management positions who are qualified as Dispatchers under CARs and who are entitled to work as Dispatchers exercising Operational Control over Company flights.

The Company shall advise the Association in writing of the initial Company titles and incumbents to be declared under this article. The Company shall declare in writing to the Association any future amendment to either the Company titles and/or incumbents.

The scheduled exercising of Operational Control over Company flights by the incumbents addressed under this article shall be limited to twenty-four (24) scheduled shifts per year ("Scheduled Incumbent Shifts"). Start time of Scheduled Incumbent Shifts shall vary and include shifts that are reflective of the overall dispatch schedule. These shall be scheduled prior to the beginning of the calendar month in which they will be performed and shall include:

- (a) Time required to attain and maintain current Flight Dispatcher Certification status as specified within section 705.110 of CARs; and
- (b) Time required to investigate Operational Control procedures and Dispatcher workload assignments to ensure proper Company compliance with section 725.20 of the Transport Canada Commercial Air Service Standards.

In the event that the Company requires additional time with Operational Control over Company flights by the incumbents over and above the Scheduled Incumbent Shifts referenced above, this shall be done on a displacement basis. Desks assigned to Chief Dispatchers or any Dispatcher assigned to a project on a 5 on 2 off schedule, will not be utilized for these displacements.

The Company shall advise the displaced Dispatcher and the Association in writing, no less than forty-eight (48) hours prior to the commencement of the affected shift, of the date, time and reason for the displacement. The initial Dispatcher will have, at his option, the right to further displace the most junior Dispatcher on shift. The Dispatcher so displaced shall, for the duration of the displacement, perform other Flight Dispatch related duties as specified by the Chief Duty Dispatcher. Such duties will include the coverage of a vacant desk only if the desk became vacant by absenteeism within twenty-four (24) hours of the commencement of the shift or in a NODA situation.

No Dispatch Employee shall be monetarily disadvantaged as a result of the displacement process.

A displaced Dispatcher may not be rescheduled to another shift start time as a result of the displacement process.

- 3.04 It is understood that none of the foregoing shall detract from the right of the Dispatch Employee to lodge a grievance in the manner and to the extent herein provided.
- 3.05 Effective April 1, 2011, Dispatchers who are promoted to Manager within Flight Dispatch will continue to hold and accrue seniority numbers on the "Air Canada Flight Dispatcher Seniority List" for a period of 4 years. Following this 4 year period, such Managers who remain in their position will retain, but cease accruing seniority on a day for day basis. As per past practice in respect to NODA (no Dispatcher available), management will be able to work a desk.

**ARTICLE 4  
RATES OF PAY**

4.01 Rates of Pay:

4.01.1 The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers employed as of the date of ratification of the 2016-2019 Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2016		MARCH 1 2017		MARCH 1 2018	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	711.62	18.98	711.62	18.98	711.62	18.98
Flight Dispatcher	1st 52 weeks	908.12	24.22	908.12	24.22	908.12	24.22
	2nd 52 weeks	962.42	25.66	962.42	25.66	962.42	25.66
	3rd 52 weeks	1026.93	27.38	1026.93	27.38	1026.93	27.38
	4th 52 weeks	1078.28	28.75	1078.28	28.75	1078.28	28.75
	5th 52 weeks	1132.20	30.19	1132.20	30.19	1132.20	30.19
	6th 52 weeks	1188.80	31.70	1188.80	31.70	1188.80	31.70
	7th 52 weeks	1248.24	33.29	1248.24	33.29	1248.24	33.29
	8th 52 weeks	1334.25	35.58	1334.25	35.58	1334.25	35.58
	9th 52 weeks	1375.59	36.68	1375.59	36.68	1375.59	36.68
	10th 52 weeks	1497.09	39.92	1497.09	39.92	1497.09	39.92
	11th 52 weeks	1543.46	41.16	1543.46	41.16	1543.46	41.16
	12th 52 weeks	1675.06	44.67	1675.06	44.67	1675.06	44.67
Chief Duty Dispatcher	1st 52 weeks	998.93	26.64	998.93	26.64	998.93	26.64
	2nd 52 weeks	1058.66	28.23	1058.66	28.23	1058.66	28.23
	3rd 52 weeks	1129.62	30.12	1129.62	30.12	1129.62	30.12
	4th 52 weeks	1186.11	31.63	1186.11	31.63	1186.11	31.63
	5th 52 weeks	1245.42	33.21	1245.42	33.21	1245.42	33.21
	6th 52 weeks	1307.66	34.87	1307.66	34.87	1307.66	34.87
	7th 52 weeks	1373.06	36.61	1373.06	36.61	1373.06	36.61
	8th 52 weeks	1467.68	39.14	1467.68	39.14	1467.68	39.14
	9th 52 weeks	1513.15	40.35	1513.15	40.35	1513.15	40.35
	10th 52 weeks	1646.80	43.91	1646.80	43.91	1646.80	43.91
	11th 52 weeks	1697.81	45.27	1697.81	45.27	1697.81	45.27
	12th 52 weeks	1842.57	49.14	1842.57	49.14	1842.57	49.14
Chief Flight Dispatcher	1st 52 weeks	1044.34	27.85	1044.34	27.85	1044.34	27.85
	2nd 52 weeks	1106.78	29.51	1106.78	29.51	1106.78	29.51
	3rd 52 weeks	1180.97	31.49	1180.97	31.49	1180.97	31.49
	4th 52 weeks	1240.02	33.07	1240.02	33.07	1240.02	33.07
	5th 52 weeks	1302.03	34.72	1302.03	34.72	1302.03	34.72
	6th 52 weeks	1367.12	36.46	1367.12	36.46	1367.12	36.46
	7th 52 weeks	1435.47	38.28	1435.47	38.28	1435.47	38.28
	8th 52 weeks	1534.39	40.92	1534.39	40.92	1534.39	40.92
	9th 52 weeks	1581.93	42.18	1581.93	42.18	1581.93	42.18
	10th 52 weeks	1721.65	45.91	1721.65	45.91	1721.65	45.91
	11th 52 weeks	1774.98	47.33	1774.98	47.33	1774.98	47.33
	12th 52 weeks	1926.32	51.37	1926.32	51.37	1926.32	51.37

- (1) The hourly equivalent pay rate is to be utilized for any overtime/undertime calculations.
- (2) The hourly equivalent listed in this Article is based on 37.5 hours, however Dispatch Employees work a standard work week of 40 hours as described in Article 5.01.01.
- (3) The rates outlined above include the premiums for Chief Flight Dispatchers and Chief Duty Dispatchers as outlined in Article 4.04 and Article 4.05 respectively.
- (4) Upon promotion, Dispatchers will enter the Chief Duty Dispatcher or Chief Flight Dispatcher pay levels at their corresponding Dispatcher level.
- (5) Wage grids for 2019-2022, 2022-2025 and 2025-2028 agreements located in Appendix N



4.01.02 The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers hired after the date of ratification of the 2016-2019 Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2016		MARCH 1 2017		MARCH 1 2018	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	711.62	18.98	711.62	18.98	711.62	18.98
Domestic Flight Dispatcher	1st 52 weeks	908.12	24.22	908.12	24.22	908.12	24.22
	2nd 52 weeks	962.42	25.66	962.42	25.66	962.42	25.66
	3rd 52 weeks	1026.93	27.38	1026.93	27.38	1026.93	27.38
	4th 52 weeks	1078.28	28.75	1078.28	28.75	1078.28	28.75
	5th 52 weeks	1132.20	30.19	1132.20	30.19	1132.20	30.19
	6th 52 weeks	1188.80	31.70	1188.80	31.70	1188.80	31.70
	7th 52 weeks	1248.24	33.29	1248.24	33.29	1248.24	33.29
International Flight Dispatcher	8th 52 weeks	1334.25	35.58	1334.25	35.58	1334.25	35.58
	1st 52 weeks	908.12	24.22	908.12	24.22	908.12	24.22
	2nd 52 weeks	962.42	25.66	962.42	25.66	962.42	25.66
	3rd 52 weeks	1026.93	27.38	1026.93	27.38	1026.93	27.38
	4th 52 weeks	1078.28	28.75	1078.28	28.75	1078.28	28.75
	5th 52 weeks	1132.20	30.19	1132.20	30.19	1132.20	30.19
	6th 52 weeks	1188.80	31.70	1188.80	31.70	1188.80	31.70
	7th 52 weeks	1248.24	33.29	1248.24	33.29	1248.24	33.29
	8th 52 weeks	1334.25	35.58	1334.25	35.58	1334.25	35.58
	9th 52 weeks	1375.59	36.68	1375.59	36.68	1375.59	36.68
	10th 52 weeks	1497.09	39.92	1497.09	39.92	1497.09	39.92
	11th 52 weeks	1543.46	41.16	1543.46	41.16	1543.46	41.16
Chief Duty Dispatcher	12th 52 weeks	1675.06	44.67	1675.06	44.67	1675.06	44.67
	1st 52 weeks	998.93	26.64	998.93	26.64	998.93	26.64
	2nd 52 weeks	1058.66	28.23	1058.66	28.23	1058.66	28.23
	3rd 52 weeks	1129.62	30.12	1129.62	30.12	1129.62	30.12
	4th 52 weeks	1186.11	31.63	1186.11	31.63	1186.11	31.63
	5th 52 weeks	1245.42	33.21	1245.42	33.21	1245.42	33.21
	6th 52 weeks	1307.66	34.87	1307.66	34.87	1307.66	34.87
	7th 52 weeks	1373.06	36.61	1373.06	36.61	1373.06	36.61
	8th 52 weeks	1467.68	39.14	1467.68	39.14	1467.68	39.14
	9th 52 weeks	1513.15	40.35	1513.15	40.35	1513.15	40.35
	10th 52 weeks	1646.80	43.91	1646.80	43.91	1646.80	43.91
	11th 52 weeks	1697.81	45.27	1697.81	45.27	1697.81	45.27
	12th 52 weeks	1842.57	49.14	1842.57	49.14	1842.57	49.14
Chief Flight Dispatcher	1st 52 weeks	1044.34	27.85	1044.34	27.85	1044.34	27.85
	2nd 52 weeks	1106.78	29.51	1106.78	29.51	1106.78	29.51
	3rd 52 weeks	1180.97	31.49	1180.97	31.49	1180.97	31.49
	4th 52 weeks	1240.02	33.07	1240.02	33.07	1240.02	33.07
	5th 52 weeks	1302.03	34.72	1302.03	34.72	1302.03	34.72
	6th 52 weeks	1367.12	36.46	1367.12	36.46	1367.12	36.46
	7th 52 weeks	1435.47	38.28	1435.47	38.28	1435.47	38.28
	8th 52 weeks	1534.39	40.92	1534.39	40.92	1534.39	40.92
	9th 52 weeks	1581.93	42.18	1581.93	42.18	1581.93	42.18
	10th 52 weeks	1721.65	45.91	1721.65	45.91	1721.65	45.91
	11th 52 weeks	1774.98	47.33	1774.98	47.33	1774.98	47.33
	12th 52 weeks	1926.32	51.37	1926.32	51.37	1926.32	51.37

- (1) The hourly equivalent pay rate is to be utilized for any overtime/undertime calculations.
- (2) The hourly equivalent listed in this Article is based on 37.5 hours, however Dispatch Employees work a standard work week of 40 hours as described in Article 5.01.01.
- (3) The rates outlined above include the premiums for Chief Flight Dispatchers and Chief Duty Dispatchers as outlined in Article 4.04 and Article 4.05 respectively.
- (4) Upon promotion, Dispatchers will enter the Chief Duty Dispatcher or Chief Flight Dispatcher pay levels at their corresponding Dispatcher level.
- (5) Wage grids for 2019-2021, 2022-2024 and 2025-2027 agreements located in Appendix N

4.01.03 If a Dispatch Employee working the International sector elects to bid out of the international sector, he will be placed on the Flight Dispatcher (Domestic) payscale in accordance with his years of service, subject to the maximum of that scale.

4.01.04 If a Dispatch Employee working the Domestic sector elects to bid out of the Domestic sector and into the International sector, he will be placed on the Flight Dispatcher (International) pay scale in accordance with his years of service

4.02 The Company, at its discretion, may pay rates higher than the graduated scales but in accordance with the above and within the maximum. However, the Company will inform the Association when it utilizes Article 4.02.

#### 4.03 **Certification Pay Premium**

4.03.01 A monthly certification pay premium will be paid to Dispatch Employees except as outlined in Article 4.03.01.04.

4.03.01.1 The certification pay premium will be calculated at 4% of the Step 12 ("12<sup>th</sup> 52 Weeks") of the pay rate. In the event that a fourth airline-specific certificate is required, this certification pay premium will be calculated at 5% of the Step 12 ("12<sup>th</sup> 52 Weeks") of the pay rate.

4.03.01.2 This premium will be considered as pensionable earnings.

4.03.01.3 This premium will not be applicable if a Dispatcher is on a Leave of Absence for a period longer than 30 days.

4.03.01.4 The Certification Pay Premium is not applicable to a Dispatcher in Training. When a Dispatcher in Training is promoted to the Dispatcher classification, he will be eligible for this premium in Article 4.03.01 starting in the pay period that the promotion took place.

#### 4.04 **Chief Flight Dispatcher (Technical, Training and Safety & ATC)**

4.04.01 The Chief Flight Dispatcher sub-classifications shall attract a premium equal to fifteen (15) percent over applicable Dispatcher rates immediately following the individual's assignment to the position.

4.04.02 The provisions of Article 5.01.03 do not apply to Chief Flight Dispatchers.

#### 4.05 **Chief Duty Dispatcher**

4.05.01 The Chief Duty Dispatcher sub-classification shall attract a premium equal to ten (10) percent over applicable Dispatcher rates immediately following the individual's assignment to the position.

#### 4.06 **Project Dispatcher**

4.06.01 The Project Dispatcher sub-classifications shall attract a premium equal to ten (10) percent over applicable Dispatcher rates immediately following the individual's assignment to the position.

4.06.02 The provisions of Article 5.01.03 do not apply to Project Dispatchers.

#### 4.07 **OJTI and Check Dispatcher**

4.07.01 The OJTI and Check Dispatcher sub-classifications shall attract a premium equal to ten (10) percent over applicable Dispatcher rates when performing the functions of these assignments.

#### 4.08 Temporary Project Dispatcher

4.08.01 The Temporary Project Dispatcher will receive Dispatcher wage rates when performing the functions of these temporary assignments.

#### 4.09 International Pay Premium

4.09.01 A monthly international pay premium will be paid to the following Dispatch Employees who hold international qualifications:

- (i) International Dispatchers;
- (ii) Chief Duty Dispatchers;
- (iii) Chief Flight Dispatchers;
- (iv) International Dispatchers forced to transfer to the domestic sector; and
- (v) Relief Dispatch Employees.

4.09.02 The international pay premium will be calculated at the percentage of the Step 12 ("12<sup>th</sup> 52 Weeks") rate for Flight Dispatchers working the international sector set out below:

Effective Date	% of the Step 12 ("12 <sup>th</sup> 52 Weeks") rate for Flight Dispatchers working the international sector
March 1, 2016	3%
March 1, 2017	3%
March 1, 2018	3%
March 1, 2019	3%
March 1, 2020	4%
March 1, 2021	4%
March 1, 2022	4%
March 1, 2023	4%
March 1, 2024	5%
March 1, 2025	5%
March 1, 2026	5%
March 1, 2027	5%

4.09.03 The international pay premium will not be applicable if the Dispatch Employee is on a Leave of Absence for a period longer than 30 days.

4.09.04 The international pay premium will be considered as pensionable earnings.

4.09.05 If a Dispatch Employee elects to transfer from the international sector to the domestic sector, effective the pay period immediately following the date of the transfer, he will not be entitled to receive the international pay premium.

**ARTICLE 5  
HOURS OF WORK, SHIFT SCHEDULES,  
OVERTIME AND UNDERTIME, TIME BANK**

**5.01 Hours of Work**

5.01.01 The standard working week shall be forty (40) hours inclusive of meal periods. The duration of a shift will be between 8 and 12 hours.

5.01.01.1 An additional thirty (30) minutes is credited to a scheduled shift to accommodate a changeover briefing before and after the shift.

5.01.01.2 Shift patterns will include the following:

- i. 6 on 3 off: This shift pattern will include 6 days of 8-hour shifts followed by 3 days off.
- ii. 4 on 4 off: This shift pattern will include 4 days of 10-hour and 40-minute shifts followed by 4 days off.
- iii. 4 on 4 off, 4 on 6 off: This shift pattern will include 4 days of 12-hour shifts followed by 4 days off. After one set of 4 days on and 4 days off, there will be 4 days of 12-hour shifts worked followed by 6 days off.

5.01.01.3 In the event that under this system, a Dispatch Employee is transferring between one shift pattern and another, the following will be used to determine the appropriate amount of days off earned for each portion of a shift cycle:

<b>Shift Pattern</b>	<b>Number and Length of Shifts</b>	<b>Days Off Earned</b>
6 and 3	2 8-hour shifts	1
4 and 4	1 10:40 shift	1
4 and 4 / 4 and 6	4 12-hour shifts*	5

\*At the employee's discretion, an operation for 2 12-hour shifts worked equals 2 days off plus 4 hours overtime.

5.01.02 The length of the meal period shall be in accordance with the table below. The meal period shall occur in the middle third (1/3) of a shift, unless otherwise mutually arranged locally. It is recognized that occasionally circumstances may cause the meal period to fall outside these limits.

<b>Length of Shift</b>	<b>Duration of Meal Period</b>
8-hour	30 minutes
10:40	40 minutes
12-hour	45 minutes

5.01.03 Notwithstanding Article 5.01.02, it is understood that while exercising operational control on a shift or performing the functions of certain classifications and sub-classifications, the ability to schedule a meal period is impractical. Considering the above, the following Dispatch Employees will be credited with the number of minutes per shift worked per day in lieu of a fixed or actual meal period in accordance with the table set out in Article 5.01.02 ("Meal Credit"):

- 1) Dispatchers
- 2) Temporary Project Dispatchers
- 3) OJTIs
- 4) Check Dispatchers
- 5) Chief Duty Dispatchers

- 5.01.03.01 A Dispatch Employee's total Meal Credits for a calendar year will be calculated based on his planned schedule for that calendar year and will be paid in equal instalments on a bi-weekly basis.
  - 5.01.03.02 If a Dispatch Employee works an overtime shift of between eight (8) and twelve (12) hours, he is entitled to an additional Meal Credit in accordance with this Article for that shift.
  - 5.01.03.03 A Dispatch Employee's entitlement to Meal Credits under this Article shall be reduced due to absences caused by familiarization flights, sick leave, leave of absence or other absences. In the event any of the above absences occur, any necessary Meal Credit(s) will be deducted from the Dispatch Employee's pay.
- 5.01.04 Dispatch Employees are normally entitled to a scheduled rest period on Company time, in each half of the workday. However, it is recognized that working conditions at the Flight Dispatch Centre are such that no formal rest periods will be scheduled.

## 5.02 **Shift Schedules**

- 5.02.01 A Management-Association Workload and Scheduling (MAWS) Committee will meet on a monthly basis (or as mutually agreed between the Parties). It is most important that both Parties recognize the obligation to work out the most acceptable arrangement to cover the work requirement and to ensure that every effort is made to arrive at a mutually satisfactory solution that maintains the required cost efficiencies and productivity.

If the representatives of the MAWS Committee do not unanimously agree on the same workload recommendations, the CALDA Local Council Chairperson and the Director, Flight Dispatch will be informed and will determine the next steps to resolve the issue in a fair and equitable manner. Consideration will be given to all conflict resolution options contained in the collective agreement.

- 5.02.01.01 The MAWS Committee will be responsible for the fair and equitable distribution of workload, overseeing shift design and the advanced planning of workload schematics for Chief Duty Dispatchers and Dispatchers. The Committee will also oversee shift and vacation bids.

The MAWS Committee will make every effort to ensure workloads provide Dispatch Employees with the ability to maintain situational awareness and Operational Control at all times.

- 5.02.01.02 Guiding principles for workload distribution:

- 5.02.01.02.1 As per Commercial Air Service Standards (CASS) 725.20:

The air operator will provide sufficient dispatchers to operate their operational control system based on the air operator's workload analysis.

- 5.02.01.02.2 The workload analysis will operate with the following principles:

- 5.02.01.02.2.1 Dividing workload up geographically with destinations in common regions; the aim is to balance established workloads based on a Dispatcher's mandate to maintain "Operational Control and Situational Awareness".

- 5.02.01.02.2.2 It is understood that the larger the geographic area on a given workload, the less flight movements will be assigned. Less workload will also be assigned based on the number of different city pairs and destinations that exist in a workload.

- 5.02.01.02.2.3 "Operational Control" is defined per the FDM 3.1.7; "Situational Awareness" is the dispatcher's ability to maintain a constant, clear mental picture of all relevant information in carrying out their duties.

5.02.01.02.2.4 Flight Dispatchers must maintain Operational Control & Situational Awareness at all times. If there is a risk that this cannot be maintained, he must inform the Chief Duty Dispatcher.

| 5.02.01.02.2.5 The Director, Flight Dispatch delegates the responsibility of monitoring workload on a shift-by-shift basis to the Chief Duty Dispatcher. It is recognized, that during irregular operations (weather, mechanical delays, ATC irregularities etc), workloads may cause Operational Control or Situational Awareness to be difficult to maintain. In anticipation of this, the Chief Duty Dispatchers will make adjustments to the workload at their discretion; this includes but is not limited to, redistributing workload amongst other Dispatchers, the Chief Duty Dispatcher assuming some of the workload or arranging extra staff to accommodate the irregular operations situation; tactical workload adjustments are to be documented in the daily Chief Duty Dispatcher's shift summary.

5.02.01.02.2.6 The Chief Duty Dispatcher is expected to anticipate significant irregular operations within twenty-four (24) hours and arrange for extra staff as required and/or adjust the workload accordingly.

| 5.02.01.02.2.7 The Chief Duty Dispatcher will review and monitor workload on a daily basis, with consideration of the current shift, as well as the following twenty-four (24) to thirty-six (36) hour period.

| 5.02.01.03 The MAWS Committee will consist of three (3) representatives from the Association and up to two (2) Company representatives. A maximum of three (3) Association representatives will be displaced as required at Company cost for the duration of the meeting with the Company.

5.02.01.04 The Dispatch Employees may, through their Local Council Chairperson or the MAWS Committee, propose an alternative schedule to provide the required operational and administrative coverage at no additional cost to the Company.

5.02.01.05 The MAWS Committee will draw up the shift schedules and the Company will issue them three (3) months in advance of the effective date. These schedules shall be of a duration of at least one (1) month. Changes in schedules may be made only after consultation between the Flight Dispatch management and the Local Council Chairperson and provided notice of change is given at least forty-eight (48) hours prior to the effective date of change. However, no earned days off shall be lost as a result of the schedule change.

5.02.01.05.1 Due to vacation or shift bidding, January's schedule may be issued two (2) months in advance.

5.02.01.05.2 In the event that the shift schedules cannot be issued three (3) months in advance of the effective date, or two (2) months in advance in the case of 5.02.01.05.01, the MAWS Committee members will be reassigned to work on issuing it in an expedited manner.

| 5.02.02 Management will develop the staffing needs and a work schedule including start and stop times based on operational and administrative requirements. Work schedules may include day/afternoon/night shifts and fixed shifts may be allowed. The MAWS Committee will determine shift coverage that best meets the operational requirements and while shift types will be bid in seniority order, the MAWS Committee will attempt to ensure a reasonable distribution of shifts among all Dispatch Employees.

<b>Shift</b>	<b>Earliest Start Time</b>
Day	0500
Afternoon	1300
Night	1800

**Note 1:** No scheduled afternoon shift can end past 02:30.

**Note 2:** No scheduled 8-hour afternoon shift can end past midnight without the approval of the MAWS Committee.

5.02.02.01 It is agreed that at the request of a Dispatch Employee entering her third trimester of pregnancy, she will not be required to work the night shifts.

5.02.03 Dispatch Employees who bid or are assigned to Relief shift lines must be internationally qualified and may be required to work varying shift schedules as dictated by operational requirements. Relief assignments are to be distributed in a fair and equitable manner amongst the Relief Dispatch Employees.

5.02.03.01 The Relief shift lines are built by the MAWS Committee.

5.02.04 When a shift change occurs due to an additional Dispatch Employee being inserted into the shift, forty-eight (48) hours notice of change shall not be necessary and no Dispatch Employee shall be considered to be working on a previously scheduled day off.

5.02.05 When a Dispatcher(s) is shown as surplus to line dispatching requirements, his shift may be changed to days or afternoons by the Company providing thirty-six (36) hours notice is given and that a minimum of twelve (12) hours have elapsed since the end of his last scheduled shift. Forty-eight (48) hours notice must be given for a shift change to the midnight shift.

5.02.06 A Chief Flight Dispatcher shift schedule shall normally be based upon a Monday to Friday dayshift only, unless otherwise required by Flight Dispatch Management.

### 5.03 **Overtime**

5.03.01 A Dispatch Employee who agrees to work overtime will be credited time and one half for all time worked in excess of his normal shift or time and one half for all time worked on a scheduled day off.

5.03.01.01 When overtime is required on the second and subsequent days off, any employee having worked an overtime shift will be placed on a secondary overtime call-in list and only called after those on the regular overtime call-in list.

5.03.02 No overtime credit will be allowed for the following:

5.03.02.01 Shift Changeover.

5.03.02.02 When voluntarily covering a shift or part of a shift for another Dispatch Employee.

5.03.02.03 When, with the approval of Flight Dispatch Centre Management, two Dispatch Employees exchange shifts.

5.03.03 The method of rotation of overtime for Dispatchers and Dispatchers in Training will be mutually agreed between Flight Dispatch Centre Management and the Local Council Chairperson.

5.03.04 Dispatcher and Dispatcher in Training overtime shall be offered and awarded only to those individuals qualified to perform the assigned duties for which the overtime is being called.

5.03.05 Chief Flight Dispatchers, Chief Duty Dispatchers and Project Dispatchers are eligible for overtime in accordance with the Collective Agreement and the Local Flight Dispatch Overtime Call-in Procedure. To protect the integrity of the overtime call-in process, they will be required to register all overtime hours worked immediately upon completion. Air Canada is to be held harmless from overtime claims resulting from improperly awarded overtime caused by their lack of due diligence in declaring their overtime.

5.03.06 Overtime zeroing will take place on or before the first Tuesday following January 1<sup>st</sup> annually.

#### 5.04 **Time Bank**

5.04.01 A Dispatch Employee shall have to utilize a time bank for the purpose of recording time credits without immediately affecting his pay.

5.04.02 The Company will provide the Dispatch Employee the option of unlimited banking of overtime. Banked overtime may be taken as time off in accordance with Article 5.04.06 or paid out at the request of the Dispatch Employee. Overtime earned in any one pay period must be banked or paid out entirely.

5.04.03 Any credits remaining in the Dispatch Employee's time bank at the end of the last pay period of November each year shall be paid out on the last pay cheque of the calendar year at the applicable rate being received by the Dispatch Employee or used by the Dispatch Employee to bid any remaining unbid vacation made available by the Company.

5.04.04 Time credits for statutory holidays as provided in Article 8 of this Collective Agreement shall be credited to the Dispatch Employee's time bank.

5.04.05 Accrued time credits may be withdrawn from the time bank in the form of time off. Time off will be granted subject to the operational requirements of the Company. However, the Company will make best efforts to publish, by the fifteenth (15<sup>th</sup>) day of the preceding month, the shifts during which Dispatch Employees can bid, in accordance with any Company policies and procedures, to take time off.

5.04.05.01 The method of rotation of time credit withdrawals will be agreed upon between the Company and the Association.

5.04.06 Time lost due to a Dispatch Employee's absence from duty on a scheduled work day, which has been approved by the Company, shall be debited from the Dispatch Employee's time bank.

#### 5.05 **Flex Day Credits (FLX)**

5.05.01 Flex Day Credits (FLX) may be granted to those Dispatch Employees who have been requested to perform work outside of normal operational duties.

5.05.02 Credit hours owed to these Dispatch Employees for having worked extended periods earlier in a biweekly pay period can be discharged later in the same pay period. This option is managed as 'time requested in lieu of paid overtime or time bank credit submissions.

5.05.03 Full or partial flex day credit equivalents to clear time owed can be requested through the appropriate Flight Dispatch Manager or designate. Once granted, full flex day shifts will be shown as 'FLX' on the daily work roster. The Chief Duty Dispatcher will be kept informed of staff availability when consideration is given to partial flex days.

5.05.04 Flex days will only be approved after Dispatch Management can reasonably surmise that it can do without the assistance of the applicant for the specified time(s) and/or shift(s).

5.05.05 Flex day credit equivalents will normally be restricted to periods inside the biweekly pay period in which the credit is earned. Dispatch Employee requested exceptions will be reviewed on a case by case basis and the decision will be communicated to the Association.



**ARTICLE 6  
COCKPIT FAMILIARIZATION & TRAINING**

- 6.01 One (1) 8-hour period of classroom Annual Recurrent Training (ART) will be scheduled for all Dispatch Employees.
- 6.02 Twelve (12) hours of computer-based training (CBT) ART will be performed on the Flight Dispatch employees scheduled time off.
- 6.03 Effective January 1, 2012, in January of each year, each Dispatch Employee will receive a training allowance (hereinafter referred to as the "Professional Development Allowance") equivalent to twelve (12) hours at the Dispatch Employees current rate of pay. The Professional Development Allowance will be provided in place of any other compensation for the training outlined in Article 6.02 above.
- 6.04 The Company will schedule Annual Regulatory Familiarization (FAM) Flights for Dispatchers as per the following pattern. These FAM Flights will be assigned on a scheduled day(s) on.
  - 6.04.01 International Familiarization Flight three year program: One (1) Overseas FAM Flight every three (3) years.
  - 6.04.02 Domestic Familiarization Flight three year program: One Domestic overnight FAM Flight every three (3) years.
- 6.05 Time spent on training (excluding ART, CBT or winter operations training) during a regularly scheduled shift or a shift which has been substituted for a regularly scheduled shift will be considered as time worked and credited on a straight time basis; therefore, if a Dispatch Employee is required to work overtime on that day the normal premium rates will apply to such overtime.
  - 6.05.01 Time spent on such training prior to or following a scheduled or substituted shift which is worked will be credited at time and one half.
  - 6.05.02 Prior to or following a training day (excluding ART, CBT or winter operations training), Dispatch Employees shall be entitled to a minimum rest period of 12 hours before being required to return to duty.
- 6.06 The Company will provide required Dispatcher related training and Cockpit Familiarization flights sufficient to maintain competency and the required skill levels of all Dispatch Employees covered by the Collective Agreement.
- 6.07 By September 15th of each year, an international bid will be completed. Based on seniority, Dispatch Employees may bid into the International Sector. Dispatch Employees may only bid in and out of the international sector during the annual bid. At the end of the bidding process, international positions that are not filled shall be assigned in reverse of order of seniority to eligible Dispatch Employees.
  - 6.07.01 If a Dispatcher elects to transfer from an international to a domestic desk and subsequently loses his international competency, he will be prevented from bidding an assignment that requires international competency for a period of 36 months unless requested by the Company. An international Dispatcher forced to transfer to a domestic desk may retain his international competency either through shift trades and/or overtime. The Company will facilitate and provide regulatory requirements, such as training, familiarization flights and annual competency checks.

**ARTICLE 7  
VACATIONS**

7.01 A Dispatch Employee’s vacation will be taken in the same year it is accrued.

7.02 Dispatch Employees who have completed less than one (1) year of continuous service by December 31 of each year will be granted vacation leave with pay in accordance with the following chart for each full month of continuous service up to December 31.

<b>Full Calendar Months of Continuous Service</b>	<b>Calendar Days of Vacation Leave With Pay</b>
1	1
2	2
3	4
4	5
5	6
6	7
7	8
8	9
9	11
10	12
11	13

7.02.01 A full calendar month of service for vacation purposes will be credited if a Dispatch Employee commences Company service on the first working day of the month if all days of the month before commencement are Statutory Holidays and/or scheduled days off of the Dispatch Employee's work cycle.

7.03 Dispatch Employees who have completed one (1) year or more of continuous service by December 31 of each year will be granted vacation allotment with pay according to the following table:

<b>Years of Continuous Service by December 31</b>	<b>Vacation Allotment with Pay (in Days)</b>
1 or more	14
5 or more	21
15 or more	28
25 or more	35

7.03.01 **Dispatchers** will receive their vacation allotment on January 1 in the same year they attain a service anniversary in accordance with the table in Article 7.03.

7.03.02 In the event of termination of employment with the Company, a Dispatch Employee’s vacation will be reconciled for the current year on a pro rated basis. For greater clarity, vacation days taken but not earned upon termination will be repaid to the Company by the Dispatch Employee through a payroll deduction on the final pay cheque. Vacation days earned but not taken upon termination will be paid to the Dispatch Employee by the Company on the final pay cheque.

7.04 Vacation leaves will be taken in consecutive days (unless special circumstances in individual cases warrant otherwise), and at such time as the services of the Dispatch Employee can be spared.

7.04.01 Vacation will be made available during the twelve (12) month period January 1 to December 31.

7.04.02 Vacation is not cumulative and will be forfeited if not taken within the calendar year, unless special circumstances warrant otherwise and prior arrangements are made.

7.05 Preference of vacation periods shall be granted to Dispatchers in order of Dispatcher seniority.

7.05.01 Chief Duty Dispatchers shall bid vacation with Dispatchers.

7.05.02 Chief Flight Dispatchers and Project Dispatchers shall bid vacation outside the normal vacation bidding process and will be organized by Flight Dispatch Management with due consideration to the ongoing requirements for Management support of the Flight Dispatch department.

7.06 By October 1 of each year, the Company shall provide a list of available vacation periods and the Dispatch Employees shall be required to indicate their preference for vacation periods in sufficient time to permit posting of the vacation list by December 31 of the year preceding that which the vacation will be taken.

<b>Vacation Entitlement in Working Days</b>					
	<b>ONE WEEK</b>	<b>TWO WEEKS</b>	<b>THREE WEEKS</b>	<b>FOUR WEEKS</b>	<b>FIVE WEEKS</b>
<b>6/3</b>	<b>6</b>	<b>11</b>	<b>15</b>	<b>19</b>	<b>24</b>
<b>4/4</b>	<b>4</b>	<b>8</b>	<b>12</b>	<b>15</b>	<b>18</b>
<b>4/4-4/6</b>	<b>4</b>	<b>7</b>	<b>11</b>	<b>13</b>	<b>16</b>

7.06.01 When establishing the available vacation periods, the Company will relate their duration to the work schedule established for the Flight Dispatch Centre, i.e. 6/3 - 9 day period, 5/2 - 7 day period, or other such periods to facilitate scheduling.

7.06.02 The Company will determine the number of vacation slots that will be awarded to Flight Dispatchers and Chief Duty Dispatchers in accordance with the 5% rule as outlined in 7.06.02.01 below.

7.06.02.1 The 5% calculation to determine the number of vacation slots is based on the total number of Dispatch Employees on the current CALDA seniority list including any Dispatch Management who are on the seniority list. Normal rounding rules will apply when applying this calculation. (e.g. 3.5 is rounded to 4, 3.49 is rounded to 3.)

7.07 Between July 1 and September 1, a Dispatch Employee's vacation bid will be limited to three (3) cycles through this period. Overlaps of two (2) working days through July 1 or August 31 are permitted in addition to the three (3) cycles.

7.08 The method of selection for the first period will be in accordance with Article 7.05, and the selection of the second, third and fourth periods of vacation will be determined in the same manner after all eligible Dispatch Employees have indicated their first, second and third choices, as appropriate.

7.08.01 The Company will offer unlimited vacation splits in any given year. These splits must be at least twenty (20) working hours comprised of complete consecutive shifts.

Exceptions:

- 1) A Dispatch Employee who has only 1 day of vacation remaining in his vacation allotment may take a single day of vacation; and
- 2) A Dispatch Employee may also select a 1 day or 2 day split, so long as the Dispatch Employee selects all remaining days in that split. Selected days must be available in line with the Dispatch Employee's seniority.

- 7.09 Dispatch Employees who are absent from work due to illness/injury for a complete calendar year shall not be entitled to vacation credits normally allotted in that year.
- 7.10 Vacation that is released by Dispatch Employees exercising the provisions of Article 19.13 (Early Retirement) may be re-bid subject to operational requirements of the Company.
- 7.11 Based on operational requirements, the Company may offer vacation buy-back opportunities throughout a vacation year in accordance with the following parameters:

Minimum Total Yearly Vacation Allotment	Maximum Vacation Buy-Back
35 days	14 days
14 or more days	7 days

7.11.01 Vacation released by this buy-back, will only be re-bid at the discretion of the Flight Dispatch Centre Management.

**ARTICLE 8  
STATUTORY HOLIDAYS**

8.01 The following 9 holidays are recognized by this Collective Agreement, as defined per the Canada Labour code:

- |                |                  |
|----------------|------------------|
| New Year's Day | Labour Day       |
| Good Friday    | Thanksgiving Day |
| Victoria Day   | Remembrance Day  |
| Christmas Day  | Boxing Day       |
| Canada Day     |                  |

8.02 Time credits for the holidays listed in Article 8.01 shall apply as follows and be credited to the Dispatch Employee's time bank.

8.02.01 Where a holiday falls on a Dispatch Employee's scheduled working day and he is granted the day off, he shall receive no additional credit.

8.02.02 Where a holiday falls on a Dispatch Employee's scheduled working day and he is required to work, he shall be entitled to a regular days pay plus time and one half for hours worked on that day.

8.02.03 Where a holiday falls on a Dispatch Employee's regular day off, he shall be credited with eight (8) hours. This shall be in addition to overtime credits for any work done on such regular day off.

8.02.04 Where a holiday falls on a Dispatch Employee's scheduled working day and he is on Company sick leave with pay, he shall not be entitled to an additional credit for the statutory holiday.

8.03 Statutory holiday premium shall not accrue to Chief Flight Dispatcher and Project Dispatcher positions, except when so specified by Flight Dispatch Management or when the individual is

required and/or scheduled to work as a Flight Dispatcher to maintain his Flight Dispatcher certification.

## **ARTICLE 9 SENIORITY**

- 9.01 The Company shall maintain a seniority list consisting of seniority rankings, names, dispatch entry dates and Company service dates of all Dispatch Employees and those covered under Article 3 of this Collective Agreement. Such list shall be known as the **"AIR CANADA FLIGHT DISPATCHER SENIORITY LIST"**.
- 9.02 The seniority ranking of a Dispatch Employee shall be established from his entry date into Flight Dispatch. In cases of duplicate dates of employment, their Company Service Dates shall be used to establish seniority. In cases of duplicate Company Service Dates, the ranking will be established by lottery, with the lower number being more senior. Each affected Dispatch Employee will draw from a shielded container having not less than one hundred (100) numbered chips. The person who selects the lowest numbered relative ranking will be considered to have the greater seniority. After each individual draw, the number will be returned to the container and re-mixed. In the event that duplicate numbers are drawn, those individuals will be placed in sequence for ranking and they will redraw to break the tie following the initial selection.
- 9.03 Seniority lists shall be revised on or before August 1 of each year to show additions and deletions, and shall be posted in the Flight Dispatch Centre within thirty (30) days following such revisions. Each person concerned shall have a period of thirty (30) days following posting of these seniority lists to advise the Company of any inaccuracy affecting his seniority. A Committee composed of a Company representative and a representative of the Association shall investigate the reported inaccuracies and issue a revised list, if necessary, which shall be posted in the above manner.
- 9.04 When a Dispatch Employee named in the "Air Canada Flight Dispatcher Seniority List" is assigned to a position outside the Collective Agreement (not including positions covered in Article 3), he shall retain and continue to accrue seniority as a Dispatcher or Dispatcher in Training for a period of two (2) years from the date of transfer. During the period of the assignment, the employee will not be entitled to work as a Dispatcher exercising operational control over company flights.
- 9.04.01 The vacancy created as a result of a transfer in Article 9.04 may be filled on a temporary basis at the discretion of the Company.
- 9.04.02 If an employee returns to active Dispatch duties within two (2) years from the date of reclassification, he shall be permitted to assume his former position. In the case of Chief Flight Dispatcher and Chief Duty Dispatcher, should the duration of the employees assignment to a position outside the Collective Agreement be greater than one (1) year, the employee will be returned to the Flight Dispatcher classification.
- 9.04.03 Pay progression will not accrue during the time the employee is not an active Dispatch Employee.
- 9.04.04 If such Dispatch Employee does not return to either a Dispatcher or Dispatcher in Training position within two (2) years from the date of transfer, his name will be removed from the "Air Canada Flight Dispatcher Seniority List".
- 9.04.05 The provisions of Article 9.04 can be exercised once unless mutually agreed between the Company and the Association.

- 9.05 Any Dispatch Employee named in the "Air Canada Flight Dispatcher Seniority List" once having established a seniority ranking hereunder shall not lose that ranking except as provided in this Collective Agreement.
- 9.06 Any Dispatch Employee named in the "Air Canada Flight Dispatcher Seniority List" (reference Article 9.01) who resigns from the service, deserts the service, retires on pension, fails to return to employment as per Article 12.06 or 14.05, or is discharged for just cause shall forfeit all seniority accrued and his name shall be removed from the Seniority List.
- 9.07 In the event that Air Canada hires a Dispatch Employee within thirty (30) days of his resignation from a position that is represented by CALDA at another company, then he shall be given seniority preference over any other new external hires that are hired on the same date as him. In the event that there are two (2) or more new Dispatch Employees to whom this would apply, then the greater CALDA seniority shall prevail.

#### **ARTICLE 10 PERIOD OF PROBATION**

- 10.01 Newly hired Dispatch Employees shall be on probation for twelve (12) months. In special circumstances, this probationary period may be extended an additional three (3) months and, in such cases, the Dispatch Employee will be advised by the Company in writing stating reasons, with a copy being provided to the Association.

#### **ARTICLE 11 FILLING OF ASSIGNMENTS**

- 11.01 In matters involving advancement the decision shall rest with the Company provided that in the case of Dispatch Employees with equal ability, the employee possessing the greater seniority shall receive the preference.
- 11.02 The procedure for filling the Project Dispatcher, OJTI, Check Dispatcher, CDD, Chief Flight Dispatcher, Technical, Chief Flight Dispatcher, Training and Chief Flight Dispatcher, Safety & ATC positions is as follows:
- 1) All Dispatchers will be advised of an open position through an internal posting process. This posting will include details of the assignment and anticipated duration.
  - 2) Dispatchers must submit their candidacy within fourteen (14) calendar days of the date of the internal posting via email to the appropriate Manager identified in the posting.
  - 3) The appropriate Manager will coordinate the selection process which may include but is not limited to interviews and testing.
  - 4) Candidates for any position will be advised in a timely manner of their individual status following completion of the selection process.
  - 5) The results of the selection process will be communicated to all Dispatch Employees.
- 11.02.01 For the following positions, a minimum of one (1) year Air Canada Dispatch experience is required: Chief Flight Dispatchers, Training, Technical and Safety & ATC and Chief Duty Dispatchers.
- 11.03 Temporary vacancies created by the absence of a previous incumbent may be filled by the appointment of Dispatch Employees following consultation with the Local Council Chairperson.

- 11.04 The decision to backfill any position is at Management discretion, however, any CDD vacancy anticipated to be of a duration greater than sixty (60) days will be filled in accordance with Article 11.03.
- 11.05 Temporary Project Dispatcher assignments will not be posted due to the short-term or ad hoc nature of the assignment. Distribution of these assignments is at Flight Dispatch Management's discretion.

**ARTICLE 12**  
**REDUCTION OF SYSTEM STAFF & OFF-DUTY STATUS**

- 12.01 In all matters involving reduction of staff, stepping back of classification and recall, employees possessing the greater seniority shall receive the preference to retain or resume employment as a Dispatch Employee.
- 12.02 In the event of a reduction in the number of Dispatch Employees at the Flight Dispatch Centre, the most junior Dispatch Employee shall be laid-off.
- 12.02.01 A Dispatch Employee laid off under the provisions of this Article may, at the discretion of the Company and subject to the needs of the service, be assigned to a position where his experience and ability may be of benefit to the Company. Should such a position be offered, the employee will have fourteen (14) calendar days to accept or decline.
- 12.02.02 The period of eligible recall shall be five (5) years from date of lay-off or such longer period as may be mutually agreed upon between the Company and the Association.
- 12.03 If a Dispatch Employee who has been laid off, pursuant to Article 12.02, or reassigned to another position within the Company, pursuant to Article 12.02.01, is offered recall to a permanent Dispatch Employee assignment and such employee elects not to accept the offer of recall his seniority as a Dispatch Employee shall be forfeited.
- 12.04 A Dispatch Employee who has been laid-off is responsible for maintaining his current address on the ACAeronet portal.
- 12.05 A Dispatch Employee will forfeit recall rights if he does not respond and return within fifteen (15) days of having received notice of recall.
- 12.05.01 The fifteen (15) days may be extended at Company discretion.
- 12.05.02 Notice of recall will be sent to the last address on file with the Company via courier.
- 12.06 **Severance Pay:**
- 12.06.01 A Dispatch Employee covered by this Collective Agreement who has completed one (1) year of continuous service under this Collective Agreement immediately prior to being laid off through no fault or action of his own, including layoff resulting from merger or geographical relocation, shall receive severance pay as provided in Article 12.06.02, subject to the limitations and conditions set forth herein, but he shall receive no severance pay if any one or more of the following conditions exists:
- 12.06.01.1 He exercises his seniority in order to remain employed by the Company or accepts a transfer within the Company.
- 12.06.01.2 He accepts any other employment with the Company or refuses a job in his own or comparable work classification under this Collective Agreement.

- 12.06.01.3 He fails to exercise his seniority which would enable him to remain employed by the Company.
- 12.06.01.4 The layoff is caused by an act of God, a national war emergency, revocation of the Company's operating certificates or certificate, or grounding of a substantial number of Company aircraft for reasons beyond the Company's control.
- 12.06.01.5 The off-duty status results from a strike, lockout or picketing of the Company's premises.
- 12.06.01.6 He is on leave of absence on the effective date of layoff. In the case of a Dispatch Employee on leave of absence due illness on the date of layoff, the provisions will become effective on the date that he is able and reports for work following termination of such leave of absence.
- 12.06.01.7 His service is terminated as a result of discipline, retirement, medical reasons or resignation other than as a direct result of, or during a layoff.
- 12.06.02 The amount of severance pay due under this Article shall be based on the length of actual straight time continuous service with the Company, and shall be computed on the basis of the employee's regular straight time weekly rate at time of layoff as follows:

<b>If Dispatch Employee has completed</b>	<b>Severance Allowance</b>
1 to 3 years	2 weeks
3 years but less than 4 years of service	3 weeks
4 years but less than 5 years of service	4 weeks
5 years but less than 6 years of service	5 weeks
6 years but less than 7 years of service	6 weeks
7 years but less than 8 years of service	7 weeks
8 years but less than 9 years of service	8 weeks
9 years but less than 10 years of service	9 weeks
10 years but less than 11 years of service	10 weeks
11 years but less than 12 years of service	11 weeks
12 years but less than 13 years of service	12 weeks
13 years but less than 14 years of service	13 weeks
14 years but less than 15 years of service	14 weeks
15 years but less than 16 years of service	15 weeks
16 years but less than 17 years of service	16 weeks
17 years but less than 18 years of service	17 weeks
18 years but less than 19 years of service	18 weeks
19 years but less than 20 years of service	19 weeks
20 years but less than 21 years of service	20 weeks
21 years but less than 22 years of service	21 weeks
22 years but less than 23 years of service	22 weeks
23 years but less than 24 years of service	23 weeks
24 years but less than 25 years of service	24 weeks
25 years but less than 26 years of service	25 weeks
26 years but less than 27 years of service	26 weeks
27 years but less than 28 years of service	27 weeks
28 years but less than 29 years of service	28 weeks
29 years but less than 30 years of service	29 weeks
30 years and thereafter	30 weeks



12.06.03 The Dispatch Employee eligible for severance pay shall receive such pay starting at the time of layoff, and payments for the amount due shall be at regular pay periods and continue until all severance pay credit is used, except that in no event shall any such pay be due after the effective date of recall or acceptance of other employment in the Company.

12.06.04 In the event that a laid off Dispatch Employee is recalled or obtains other employment with the Company without having used all his severance pay, the unused time will be credited to his account; however, service for additional severance pay credits will only be accumulated from his date of recall to the position from which he was laid off.

## 12.07 **Off-Duty Status**

12.07.01 The Association acknowledges the Company's right to place Dispatch Employees on "off-duty status without pay" under circumstances where the Company discontinues its revenue operations due to an Act of God, national war emergency, revocation of the Company's operating certificates or certificate, strike, lockout or picketing of the Company's premises, grounding of a substantial number of Company aircraft or other circumstances over which the Company has no control.

12.07.02 The Association will be informed of:

12.07.02.1 the Company's intention to place Dispatch Employees on "off-duty status without pay", and;

12.07.02.2 the general/detailed handling of Dispatch Employees covered by the Collective Agreement.

12.07.03 Dispatch Employees will be given a minimum of twenty-four (24) hours notice of intended action before being placed on "off-duty status without pay". Where such notice is verbal, it will be subsequently confirmed in writing. In any event, "off-duty status without pay" will not commence until twenty-four (24) hours after cessation of service or the events contemplated in the Article have commenced.

12.07.04 Where Dispatch Employees are retained or return to duty to perform required work, qualified Dispatch Employees shall be assigned to such work on the basis of seniority.

12.07.04.1 Any errors in the administrative process of assigning Dispatch Employees within the provisions of this article will be corrected within seventy-two (72) hours of the error being identified to the Company by either the affected Dispatch Employee or the Association. Such errors will not be subject to the grievance procedure or any compensation for the period of time involved.

12.07.05 When Dispatch Employees covered by this Collective Agreement are placed on "off-duty status without pay", other employees will not perform work normally assigned to such Dispatch Employees.

12.07.06 No over time will be worked in a classification covered under this Collective Agreement while Dispatch Employees are on "off-duty status without pay" within that classification unless agreed to by the Association.

12.07.07 Dispatch Employees on a "leave of absence without pay" will retain that status until the scheduled termination of such leave at which time they will be placed on "off-duty status without pay".

- 12.07.08 Dispatch Employees on vacation will retain that status until the scheduled termination of their vacation at which time they will be placed on "off-duty status without pay".
- 12.07.09 Dispatch Employees whose vacations are scheduled to start after commencement of and during "off-duty status without pay" will take such vacation with pay as scheduled. Such vacations will not be postponed or re-scheduled.
- 12.07.10 Dispatch Employees may fully or partially liquidate time credits residing in their time bank as of the commencement of "off-duty status without pay". Such time bank liquidation requests are to be submitted to the Company in writing and may occur at any time during the "off-duty status without pay" period.
- 12.07.11 Undertime debits against gross earnings shall be the sum of all working days scheduled but not worked during the "off-duty status" period. Such determinations shall be based on the last Company published Flight Dispatch shift schedule prior to the Dispatch Employee being placed on "off-duty status without pay". At no time shall undertime debits for the period of a Dispatch Employee's "off-duty status without pay" exceed gross earning entitlements for that same period.
- 12.07.12 Company sick leave benefits will not be granted to Dispatch Employees on "off-duty status without pay". However, any illness during the period of "off-duty status without pay" may be reviewed at the Company Headquarters level upon request of the Association. However, Dispatch Employees who are in receipt of GDIP benefits will continue to receive such benefits until such benefits cease at which time they will be placed on "off-duty status without pay".
- 12.07.13 Deductions for insurance premiums will continue to be made on any "full" or "part" pay cheque issued. However, when pay has ceased, the Company will arrange to have coverage continued. The premiums for such coverage will be deducted from pay cheques after a Dispatch Employee's return to work.
- 12.07.14 In off-duty status situations covered by this Article, Dispatch Employees will be provided, on a request basis, a one-time opportunity to elect voluntary "off-duty status without pay". Such requests will be approved by the Company; subject to operational requirements. Such requests for voluntary "off-duty status without pay" may not be changed regardless of the duration of the period of off-duty status. Such Dispatch Employees are also ineligible for short-term/temporary return to work assignments unless identified by the Company, as an operational requirement, and the Dispatch Employee must then return to work in accordance with instructions received.
- 12.07.15 Recognizing that "off-duty status without pay" is disruptive to all Dispatch Employees, prior to exercising the provisions of this article, the Company will consider alternative solutions that are economically viable.

### **ARTICLE 13 EXPENSES**

- 13.01 Dispatch Employees who attend meetings at Company request will receive credit at straight time for the travel time associated with such meetings.
- 13.02 Dispatch Employees while away from their home office in connection with their duties or regular, special or temporary assignments, other than in connection with Familiarization Flights, shall be allowed reasonable expenses incurred for lodging, meals and transportation, in accordance with published Company Regulations.

- 13.03 Dispatch Employees while away from their home office in connection with Familiarization Flights, shall be provided with lodging if required (the costs of which shall be covered by the Company) and shall be a paid per diem according to the following table:

Region	Duration	Per Diem
Domestic, Transborder or Caribbean	Less than 5 Hours	CDN\$20.00/day
Domestic, Transborder** or Caribbean	5 Hours or More	\$73.07/day
International	Any	as per Monthly ACPA Meal Allowance Chart*

\* The International per diem will be paid in accordance with the Monthly ACPA Meal Allowance Chart at an incremental rate of 50% for every twelve (12) hours or part thereof spent while at the destination away from base.

\*\* US Expenses shall be adjusted monthly to reflect a reasonable exchange rate effective at that time.

- 13.03.01 The per diems outlined in Article 13.03 are not applicable when crew accommodation is all-inclusive.

- 13.04 The Company will cover the cost of remote airport long term parking while the Dispatcher is performing Familiarization Flights.

- 13.05 The Company will provide an annual allowance of \$34.25 for the purpose of the Dispatch Employee maintaining a valid Canadian passport.

#### **ARTICLE 14 LEAVE OF ABSENCE**

- 14.01 Personal Leave of Absence:

14.01.01 When the requirements of the service will permit, a Dispatch Employee may be granted a leave of absence without pay for a period of six (6) months for any reason deemed adequate by the Company.

14.01.02 When the requirements of the service will permit, a Dispatch Employee with three (3) years or more of continuous service with the Company may be granted a leave of absence without pay for a period of up to five (5) years for any reason deemed adequate by the Company.

14.01.03 When such leaves are granted, a Dispatch Employee shall retain and accrue seniority. However, should he engage in other employment while on such leave of absence, he shall lose his seniority and all associated rights and privileges in the Collective Agreement unless special written permission has first been obtained from the Company.

14.01.04 Pay progression will not accrue and employees will be without benefits during time on leave. Retention of Company service will be as per Company Policy.

14.01.05 If such Dispatch Employee returns to active Dispatch duties within one (1) year from the commencement of an authorized leave as provided herein, he shall be permitted to assume the former position to which he was assigned prior to the commencement of his leave. In the case of Chief Flight Dispatcher and Chief Duty Dispatcher, should the duration of the employees leave be greater than one (1) year, the employee will be returned to the Flight Dispatcher classification.

- 14.02 Leave of absence shall be granted to Dispatch Employees ordered to, or who volunteer for, extended military duty with the Canadian Forces in time of war or national emergency.
- 14.03 Given the unique skill set of the Air Canada Dispatch Employees, opportunities may arise for employees to be seconded to external organizations. The Company will advise the Association beforehand of any secondment opportunity and its anticipated duration. Return to the bargaining unit will be handled in a manner consistent with Article 14.01.05. The ability for the seconded employee to remain qualified will be subject to mutual agreement between the Company and the Association.
- 14.04 Positions made vacant by authorized leaves of absence may be filled on a temporary basis at the discretion of the Company.
- 14.05 Group Disability Income Insurance Plan:
- 14.05.01 Dispatch Employee shall retain and accrue seniority while receiving benefits from the Group Disability Income Insurance Plan.
- 14.05.02 If for medical reasons he is unable to be employed as a Dispatch Employee at the termination of benefits from the Plan, he will continue to retain and accrue seniority provided he is employed elsewhere within the Company.
- 14.05.03 Following termination of benefits under the Group Disability Income Insurance Plan a Dispatch Employee who is medically unfit to be employed as a Dispatcher or a Dispatcher in Training who is not employed within the Company in any capacity shall retain his seniority for one (1) year conditional on applying for and being approved for the Inability to Meet Medical Standards (IMMS) leave of absence.
- 14.05.04 During the first two (2) years that a Dispatch Employee received continuous benefits from the Group Disability Income Insurance Plan, he will be permitted to return to his former position upon recovery from his illness or injury. During this period, the vacancy will be considered temporary. At the end of the two (2) year period, the vacancy will be posted and staffed in accordance with the provisions of Article 11.
- 14.05.04.1 This period may be extended beyond two (2) years by mutual agreement between the Association and the Company.
- 14.05.04.2 During an extension period, should the Dispatch Employee subsequently become fit to resume employment as a Dispatcher or a Dispatcher in Training, he may:
- 14.05.04.2.1 exercise his seniority by bidding on any vacancy which exists, or if no vacancy exists or he is not the successful bidder;
- 14.05.04.2.2 exercise his seniority by displacing the most junior person in his classification.
- 14.05.04.2.2.1 An employee who is laid-off as a result of the application of this paragraph would then have access to exercising the provisions of Article 12.
- 14.06 Child Care leave will be in accordance with Company Policy.
- 14.07 Bereavement leave will be in accordance with Company Policy.

14.07.01 Upon written request and at the discretion of Flight Dispatch Management, the Bereavement leave period may be extended by up to three (3) days utilizing unused vacation. The Association will be copied on all correspondences of this nature.

14.07.02 Upon written request, parental leave for the date of childbirth and the following day will be granted utilizing unused vacation. The Association will be copied on all correspondences.

14.08 Special Leave of Absence:

14.08.01 During the life of this Collective Agreement, should a surplus be declared at Flight Dispatch, the Company shall consult with the Association to discuss mitigation programs which shall include but may not be limited to a Special Leave of Absence Program.

**ARTICLE 15  
SICK LEAVE & BENEFITS**

15.01 Sick leave will be in accordance with Company Policy. The "waiting period" as provided for in the Company Policy will not apply to the employees covered by this Collective Agreement. An annual allotment of six (6) sick days will be issued to each Dispatch Employee on January 1<sup>st</sup> of every year.

15.01.01 The Company will cover the reasonable costs of obtaining requested sick notes.

15.02 Group Life Insurance:

15.02.01 Effective November 1, 2000, the Company will pay the full cost of the Group Life Insurance premiums up to a maximum coverage of \$80,000. Coverage in excess of \$80,000 will be shared on a 50/50 basis. The level of coverage will be two and one-half (2 1/2) times the basic annual salary up to a maximum of \$120,000. The maximum level of coverage upon retirement will be one-quarter (1/4) of the amount of coverage being paid for by the Company up to a maximum of \$10,000.

15.02.02 In addition, the Company agrees to provide Basic Accidental Death and Dismemberment Coverage in the amount of \$75,000.

15.03 Group Disability Income Insurance:

15.03.01 The Company will pay the full cost of the Group Disability Income Insurance premiums. The maximum salary covered under the GDIIP plan will be \$6000 per month for any disability covered under the plan.

15.04 Supplementary Health Insurance:

15.04.01 The Company will pay the full cost of the Supplementary Health Insurance premiums (Plan II). Effective November 1, 2000 the maximum aggregate under the Supplementary Health Plan will be fifty thousand dollars (\$50,000.00) with an annual reinstatement of two thousand dollars (\$2,000.00).

15.04.02 The Company will provide and pay the full cost of the Emergency Business Travel Assistance.

15.04.03 The special benefit for Involuntary Out-of-Country expenses will be \$50,000.

15.04.04 The Supplementary Health Plan coverage for eligible expenses is as follows:

15.04.04.1 Psychologist and qualified social worker services at 50% of the cost per visit up to an annual maximum of seven hundred and fifty dollars (\$750.00) per Dispatch Employee and one thousand five hundred dollars (\$1,500.00) total per family.

15.04.04.2 Hearing aids purchase or repair up to a maximum of one thousand five hundred dollars (\$1500.00) per eligible person in a five (5) year period.

15.04.04.3 *Hospital Rooms in Canada* - The supplementary health plan will cover the difference in cost between semi-private and private hospital rooms in Canada at ninety (90%) percent of the cost. The Dispatch Employee to be responsible for the remaining ten (10%) percent.

15.04.04.4 Expenses incurred for paramedical services of Chiropractors, Osteopaths, Naturopaths, and Podiatrists will be covered to a maximum of fifty dollars (\$50.00) per visit to a maximum of one thousand dollars (\$1,000.00) per person per year or two thousand dollars (\$2,000.00) per family per year, less any amount paid to the employee for such services under the employee's provincial medical plan.

15.04.04.5 The Company will cover the reasonable and customary costs of compression stockings, orthotics, orthopedic shoes and orthopedic boots.

15.04.04.6 Expenses incurred for massage therapy, when prescribed by a physician, will be covered at a rate up to fifty dollars (\$50) per visit, to a maximum of four hundred dollars (\$400) per person, per year and eight hundred dollars (\$800) per family per year. To be eligible for coverage, the massage therapy must be provided by a Licensed Massage Therapist registered with, and licensed by, the recognized governing body within the province in which the service was rendered.

15.05 Group Dental Insurance:

15.05.01 The Company will pay the full cost of the Group Dental Insurance premiums. The annual maximum benefit will be \$2,000.00 per calendar year. The basic dental services coverage is payable at ninety percent (90%). The maximum lifetime orthodontic for dependent children will be \$2,500.00.

15.06 Vision Care Insurance:

15.06.01 The Company will pay the full cost of the Vision Care Insurance premiums. The benefit level for each employee and each eligible dependent will be not more than three hundred and twenty-five (\$325.00) reimbursement for eyeglasses or contact lenses in each period of twenty-four (24) consecutive calendar months, except for contact lenses prescribed for severe corneal situations, as set out in the ACAeronet portal under the "My HR" tab, the maximum amount payable shall be three hundred and sixty dollars (\$360.00), payable once during the entire period the person is insured.

15.06.02 The Company will provide \$600.00 coverage for laser eye surgery for a period of forty-eight (48) months in lieu of claims for eyeglasses over the same period.

15.07 The Company shall be the sole policyholder and administrator of the above mentioned insurance plans.

**ARTICLE 16**  
**OPERATIONAL IRREGULARITIES**

- 16.01 Where an investigation or hearing is taking place concerning a categorized incident as defined in Publication 400, any Dispatch Employee(s) requested to attend will have the right to Association representation.
- 16.02 Should it be considered that a Dispatch Employee's actions had a bearing on the categorized incident or on events or circumstances leading up to the incident, the Dispatch Employee will be permitted to attend any hearing regarding his actions. The Dispatch Employee attending a hearing will have the right to Association representation.
- 16.03 In the event a Dispatch Employee is required to attend an investigation or hearing in a city other than where the Flight Dispatch Centre is located, he will be provided with positive space travel from the Flight Dispatch Centre to the hearing (and return) on Air Canada flights in order to attend. The Dispatch Employee's Association representative, if employed by Air Canada, will also receive positive space travel on Air Canada flights.

**ARTICLE 17**  
**GRIEVANCE & APPEAL PROCEDURE**

- 17.01 It is the desire of the Parties to this Collective Agreement that local complaints or grievances be settled as promptly as possible.
- 17.01.01 The grievance procedure outlined in this Article will also be used for the purpose of appealing disciplinary or discharge action.
- 17.02 Grievances under this Article shall be initiated by the aggrieved Dispatch Employee who may elect to be represented by the Association.
- 17.03 Grievances of a general nature may be initiated by the Company or the Association at the appropriate step depending on the nature and scope of such grievance.
- 17.04 Grievances must be filed within thirty (30) calendar days after the Dispatch Employee would have reasonable knowledge of the occurrence of the facts giving rise to the grievance.
- 17.05 Where a Dispatch Employee is involved in an alleged irregularity or misdemeanour and a preliminary investigation requires direct questioning of the Dispatch Employee, he shall first be advised that the interview is to determine his connection, if any, with the alleged irregularity or misdemeanour and shall be entitled to be accompanied by a representative of the Association.
- 17.06 A Dispatch Employee may be held out of service with full pay by the Company for not more than seven (7) calendar days pending investigation of an alleged irregularity or misdemeanor.
- 17.07 Where disciplinary action is taken, the Dispatch Employee will be notified in writing along with the reasons for such decisions and informed of his right to appeal.
- 17.07.01 Where discharge action is considered, the Dispatch Employee shall be suspended pending discharge; notified of the reasons for such decision in writing and informed of his right to appeal.
- 17.07.02 Disciplinary appeals must be filed within seven (7) calendar days of receipt of the letter of discipline.

17.08 A Dispatch Employee who considers himself aggrieved may, after first attempting to obtain a satisfactory adjustment with Flight Dispatch Management, appeal through the following steps in writing outlining both the nature of the grievance and the facts involved.

Grievance	Operational Issue	Disciplinary Appeal
Step 1	Step 1	Step 1
Step 3	Step 2	Step 3

- |        |   |
|--------|---|
| Step 1 | The Director, Flight Dispatch (or his designated representative)  |
| Step 2 | The Senior Vice President, Operations (or his designated representative) only when the grievance is an operational issue. |
| Step 3 | The Vice President, Labour Relations (or his designated representative).  |

17.09 In the case of a suspension pending discharge, the grievance will be filed directly to Step 3.

17.10 Where the procedures outlined in Article 17.08 above have been exhausted, either the Company, the Association or the aggrieved may initiate the arbitration procedures in accordance with Article 18 within thirty (30) calendar days of receipt of the final Company decision provided the grievance involves the interpretation, application or alleged violation of the provisions of this Collective Agreement or a disciplinary appeal.

- 1) The following shall apply at all levels of the grievance procedure:
- 2) A hearing shall be held within seven (7) calendar days of receipt of a grievance.
- 3) Appeals must be lodged in writing within seven (7) calendar days of receipt of any decision. All decisions shall be rendered within seven (7) calendar days of the hearing and shall be communicated in writing to the parties concerned including the Association.

17.10.01 The time limits specified above may be extended by mutual agreement in writing.

17.10.02 Any decision not appealed within the relevant time limits shall be final and binding on the parties concerned.

17.10.03 In cases of disciplinary or discharge action where no appeal is lodged by the Dispatch Employee, he may be disciplined or discharged effective the day following the appeal periods specified.

17.10.04 All employee witnesses called by the Association or the Dispatch Employee concerned shall be granted time off without pay subject to operational requirements and shall be provided with space available transportation to and from the hearing.

17.11 The provisions of this Article do not apply to Dispatch Employees during their probationary period when terminated for issues related to competency.



## **ARTICLE 18 ARBITRATION**

- 18.01 When a matter is submitted to arbitration, it will be heard by a single arbitrator. The arbitrator will be appointed by mutual agreement. Failing agreement, the arbitrator will be appointed by the Minister of Labour.
- 18.02 The cost of arbitration including the expenses incurred by the arbitrator shall be shared equally by each party.
- 18.03 The arbitrator shall have jurisdiction to consider any matter properly submitted to him under the terms of this Collective Agreement and shall have no jurisdiction to consider any request for the modification of or addition to this Collective Agreement or any matter which by the terms of this Collective Agreement is exclusively vested in Management.
- 18.03.01 The arbitrator shall have no jurisdiction to alter, modify, amend or make any decision inconsistent with the terms of this Collective Agreement.
- 18.04 The arbitrator shall establish his own procedures having due regard to the requirements of Natural Justice.
- 18.05 The arbitrator shall make every effort to render a decision with minimum delay.
- 18.06 The arbitrator, in the case of a grievance appeal, shall have the authority to render any decision that he considers just and equitable consistent with the terms of this Collective Agreement.
- 18.07 In the case of a disciplinary or discharge appeal, the arbitrator may uphold the Company's final decision, fully exonerate and reinstate the Dispatch Employee with pay for all time lost or render such intermediate decision as he considers just and equitable.
- 18.08 The arbitrator's decision shall be final and binding on the Association, the Dispatch Employee and the Company.
- 18.09 All employee witnesses called by the arbitrator, the Association or the Dispatch Employee concerned, shall be granted time off without pay subject to the operational requirements, and shall be provided with space available transportation to and from the hearing.

## **ARTICLE 19 GENERAL PROVISIONS**

### **19.01 Fuel Awareness**

- 19.01.01 The Company and the Association recognize and support the mandate of Flight Dispatch to optimize fuel planning.
- 19.01.02 This optimization is not to suggest that the Dispatcher, who plans the least amount of fuel, would be considered the most efficient. On the contrary, the Dispatcher who plans additional fuel when required, and always endeavours to plan the correct fuel for the operation, would be considered the most optimal.
- 19.01.03 To this effort, personal fuel statistics will be provided for all Dispatchers. These statistics are shared to compare individual numbers with the group as a whole. This is done for information purposes only and will not be utilized for any discipline purposes.

19.01.04 Ultimately, the intention of this information sharing is to support consistent and optimal fuel planning on the part of the Dispatchers.

## 19.02 **Copies of Collective Agreement**

19.02.01 The Company shall provide each Dispatch Employee with a **printed copy** of this Collective Agreement. The external cost of printing the Collective Agreement will be provided by the Company.

19.02.02 The Company shall, not later than sixty (60) calendar days after ratification, distribute the Collective Agreement to the Dispatchers.

## 19.03 **Association - Management Headquarters Meetings (AMHQ)**

19.03.01 An AMHQ will be held at least once each calendar quarter between representatives of the Association and Air Canada Management. The dates of these meetings will be established by mutual agreement and minutes will be prepared and provided to both Parties.

## 19.04 **Local Agreements**

19.04.01 The Company and the Association may enter into local agreements in order to deal with issues of a local nature. These agreements will be maintained in the Flight Dispatch office. A period of consultation between the Parties must occur prior to cancellation or amendment of a local agreement. A local agreement may be cancelled by either party providing that written notice is served a minimum of ninety (90) days in advance.

## 19.05 **Association Representation**

19.05.01 The Company will advise the Association in advance of any scheduled meeting or interview to discuss a Dispatch Employee's performance, or that might have disciplinary consequences. Dispatch Employees are entitled to have Association representation at any such meeting.

## 19.06 **Orders to Dispatch Employees**

19.06.01 All orders to a Dispatch Employee involving a change in location or assignment, promotion, demotion, dismissal, layoff, disciplinary action and leave of absence shall be stated in writing. In all matters involving demotion, discipline and dismissal, the reason for this action shall also be stated in writing.

19.06.02 Letters of discipline shall have a maximum duration of twenty-four (24) months. The Association will be copied on all letters of discipline.

## 19.07 **Personal File**

19.07.01 A Dispatch Employee may, in the presence of a management representative, review the contents of his personal file. Such reviews must be arranged through the Dispatch Employee's Manager and scheduled for a mutually convenient time. The employees will, upon request, be provided with a copy of its contents.

## 19.08 **Technological Change**

19.08.01 In the event of technological changes that will affect the conditions of employment of any employee(s) in the bargaining unit, the Company shall enter into discussions with the Association as far in advance as possible before such changes are made, for the purpose of affording every possibility of continuous employment for the Dispatch Employees affected.

## 19.09 **Check off of Association Dues**

19.09.01 The Company will deduct from the wages of each employee covered by this Collective Agreement an amount equal to the regular monthly Association dues designated by the Association.

19.09.02 Such dues shall be deducted from the employees on every pay period, and shall be remitted to the Association within 30 calendar days accompanied by a Statement of Deductions for each employee. For new Flight Dispatchers, such deductions shall commence on the first pay period following the completion of 30 calendar days of being covered by this Collective Agreement.

19.09.03 In any month that an employee's wages are insufficient to permit the deductions of the Association's dues, no such deductions shall be made.

19.09.04 The amount of the regular monthly dues shall be those authorized by the Association and the Association shall notify the Company of any changes therein and such notification shall be the Company's conclusive authority to make the deductions specified.

19.09.05 In consideration of the deducting of Association dues by the Company, the Association agrees to indemnify and save harmless the Company against any claims or liabilities arising or resulting from the operation of this Article.

19.09.06 Membership in the Association shall be available to any employee eligible under the Association's constitution on payment of the initiation or reinstatement fees established by the Association.

## 19.10 **Time Charges for Association Activities:**

19.10.01 "Full cost" is defined as displacement from a full shift. The Company will pay for time lost from duty by the following officers and/or members of the Association when involved in the following activities relating exclusively to Air Canada Dispatch Employees:

### 19.10.01.1 Grievance Procedure General:

19.10.01.1.1 The Company will assume the full cost for the Local Council Chairperson and one (1) additional member when presenting grievance at Steps 1 to 3 inclusive.

### 19.10.01.2 Grievance Procedure Discipline/Discharge:

19.10.01.2.1 The Company will assume the full cost for the Local Council Chairperson and two (2) additional members when presenting a grievance at Steps 1 and 3 inclusive.

### 19.10.01.3 Association/Management Headquarters Meetings (AMHQ):

19.10.01.3.1 The Company will assume the full cost for the Local Council Chairperson and one (1) additional representative (maximum 2) to attend. Should the representative attend an AMHQ meeting on their day off, the Association will cover the costs of the employee. Should the employee attend an AMHQ meeting when on a shift, the Company will pay the displacement for a full shift.

### 19.10.01.4 Company Requested Headquarters Meetings:

19.10.01.4.1 The Company will assume the full cost for all officers and members of the Association requested by the Company to attend.

19.10.01.5 Management-Association Workload and Scheduling (MAWS) Committee:

| 19.10.01.5.1 The Company will assume the cost for the displacement of a maximum of three (3) Association representatives as required for the duration of the meeting with the Company.

19.10.01.6 Negotiations:

19.10.01.6.1 Local Council Chairperson and two (2) additional representatives at full cost while in direct negotiations with the Company. (Maximum of three representatives at negotiations.)

19.10.01.6.2 Administrative costs for negotiations (meeting rooms, etc.) to be shared on a 50/50 basis between the Association and the Company.

19.10.01.6.3 When the Company is assuming the cost of the time involved for direct negotiations and vacation is interrupted, the number of days involved will be considered as vacation earned but not taken. Such vacation may be rescheduled by the Company subject to the requirements of the service. The Company will also absorb the appropriate cost of the time lost by the personnel listed above for travel directly related to the above meetings.

19.10.01.7 National Association Business:

19.10.01.7.1 In the event that the National President or his delegate is an Air Canada Dispatch Employee, Management agrees to displace the individual for National Association business, provided there is no cost to the Company and the displacement does not adversely affect the Dispatch operations.

| 19.10.01.8 Association Business:

| 19.10.01.8.1 The Company will also pay the displacement costs for one shift per month for the Local Council Chairperson to conduct Association business.

## 19.11 Reorganization of Corporate Structure

19.11.01 In the event of a change in ownership of the Company, merger with another company, or any other change in corporate identity, this Collective Agreement will remain in full force and effect. The recognition then in effect, issued by the Canadian Industrial Relations Board shall not be affected in any way, unless otherwise governed or directed. The Company further agrees to enter into negotiations with the Association relative to protection of the Dispatch Employees seniority and other conditions of this Collective Agreement. Failing settlement, provisions of the Canada Labour Code will apply.

## 19.12 Paycheque Distribution

19.12.01 Employees covered under this Collective Agreement are required to have their paycheques deposited directly to a recognized financial institution within the territorial limits of Canada. In addition, Dispatch Employee pay statement will either be made available electronically or mailed to an address as designated by the employee.

19.12.02 Payroll errors in excess of \$250.00 will be processed in a timely fashion as an off-cycle payment at the request of the Dispatcher.

## 19.13 Early Retirement

19.13.01 Dispatch Employees applying for early retirement are requested to advise the Company a minimum of nine (9) months prior to the requested early retirement. Dispatch Employees who advise the Company prior to the vacation bid may select their vacation outside the normal bid process from the day following their last scheduled shift.

**19.14 Hold Harmless Clause**

19.14.01 The Company shall indemnify a Dispatch Employee or his Estate and provide defence against any claims, whether by third parties or by fellow employees, arising out of such Dispatch Employee's performance of his duties with the Company as a Dispatch Employee, unless such claims arise from the willful misconduct of the Dispatch Employee.

**19.15 Saving Clause**

19.15.01 Where the provisions of this Collective Agreement are at a variance with the Company regulations, the former shall take precedence.

**19.16 Legislation**

19.16.01 Should any part or provision of this Collective Agreement be rendered invalid by reason of existing or subsequent enacted legislation by the Government of Canada, such invalidation of any part or provision of this Collective Agreement shall not invalidate the remaining portions thereof and they shall remain in full force and effect.

**ARTICLE 20  
DURATION OF AGREEMENT**

Consistent with the parties' mutual interest in a long stable relationship, the parties agree as follows:

20.01 This Agreement shall become effective March 1, 2016 and shall continue in full force and effect until February 29, 2028 subject to variation by mutual agreement in writing between the Parties. This Agreement shall remain binding from year to year thereafter unless written notice of intended change is served by either party within four (4) months prior to its expiry date. In the event that notice is given of intended change, this Agreement shall remain in full force and effect while negotiations are being carried on for the arrangement of a new agreement.

**LETTER OF UNDERSTANDING  
No. 3**

The Company agrees that a Dispatch Employee covered by this Collective Agreement will not be denied a promotion, demoted or laid off because he is unable to acquire the language skills required by the job.

In the event that a Dispatch Employee is required by the Company to acquire a second language, the Company will assist such Dispatch Employee by providing language training at Company expense and on Company time.

A Dispatch Employee who is unable to achieve the necessary language proficiency may be transferred, at Company expenses, to another position at a similar job level for which he can qualify within a reasonable length of time.

**IN WITNESS THEREOF**, the Parties hereto have signed this Letter of Understanding this 23rd day of July in the year Nineteen Hundred and Eighty-one (1981)

**FOR: AIR CANADA**

**FOR: CANADIAN AIR LINE  
DISPATCHERS' ASSOCIATION**

L.F.McIntyre  
Senior Director, Payload & Operations  
Control

E.M. Verrecchia  
President, Canadian Airline Dispatchers  
Association

N.A. Radford  
Director, Labour Relations  
Technical Personnel

R.B. Simpson  
Committeeman

A. Sandziuk  
Director, Air Canada Airline Executive  
Council

**LETTER OF UNDERSTANDING  
No. 6**

**GROUP INSURANCES**

This letter of understanding was amended in the 2011 round of bargaining:

**L6.01 CANADIAN PENSION REFORM**

It is agreed that, for those employees covered by this Collective Agreement, the effective date of the Canadian Pension Reform as described in the Pension Benefit Standards Act, 1985 and Regulations, will be January 1, 1987 rather than June 1, 1988 for all active members who are in classifications covered by this Collective Agreement as of June 1, 1988. The term "active members" includes Dispatch Employees under any leave of absence but excludes individuals who have terminated, died or retired prior to June 1, 1988.

**IN WITNESS THEREOF**, the parties hereto have signed this Letter of Understanding this 20th day of August, 1999.

**FOR: AIR CANADA**

**FOR: CANADIAN AIR LINE  
DISPATCHERS' ASSOCIATION**

P.J. Heinke  
Senior Director, Labour Relations

J.R. Williams  
Local Council Chairperson

J.W. Johansen  
Manager, Flight Dispatch

B. McCauley  
President, CALDA

A.C. Torriani  
Manager, Labour Relations

J. Colville  
Assistant Council Chairperson

R.J. Elder  
Negotiating Committee

**LETTER OF UNDERSTANDING  
No. 8**

**AIR CANADA PENSION PLAN - INCOME PROTECTION**

**L8.01 DEFINITIONS**

**CPI**

The Consumer Price Index for Canada as calculated periodically by Statistics Canada.

**Duration**

The period extending from the date the notice of the ratification of the Collective Agreement is given to the Company until December 31, 1991.

**Adjustment Dates**

January 01, 1988, January 01, 1989, January 01, 1990.  
January 01, 1991, January 01, 1992

**Eligible Beneficiaries**

Includes eligible pensioners and eligible survivor.

**Eligible Pensioner**

Any disability pensioner who was a member of the Association at time of retirement or any other pensioners who, on the adjustment date, has reached age sixty (60) and who, at retirement time, was a member of the Association.

**Eligible Survivor**

Either the spouse of a deceased employee who was a member of the Association at time of death or the spouse of a pensioner who was a member of the Association at time of retirement and who is in receipt of a survivor income from the Air Canada Pension Plan.

**L8.02 PENSION INDEX**

The Pension Index for a given year is calculated as the average for the twelve (12) month period ending October 31 in the preceding year of the CPI for each month in that twelve (12) month period.

**L8.03 PERCENTAGE ADJUSTMENT**

The percentage adjustment for a given year shall be determined as follows:

- (i) Calculate the percentage increase in the Pension Index of the current year over the Pension Index of the immediate preceding year subject to a maximum increase to eight percent (8%), and
- (ii) Multiply the percentage increase obtained in (i) above by fifty percent (50%).

**L8.04 PENSION ADJUSTMENT**



Monthly pensions otherwise payable to eligible beneficiaries as of an adjustment date are increased by a percentage called the Pension Adjustment Factor determined as follows:

- (i) For eligible pensioners who retire in the twelve (12) month period prior to the adjustment date, except for disability pensioners, the Pension Adjustment Factor is 1/12th of the pension adjustment for each full month prior to the adjustment date.
- (ii) For all other eligible pensioners, and for all survivors, the Pension Adjustment Factor is equal to the applicable percentage adjustment.

**IN WITNESS THEREOF**, the Parties hereto have signed this Letter of Understanding this 20th day of May, 1988.

**FOR: AIR CANADA**

**FOR: CANADIAN AIR LINE  
DISPATCHERS' ASSOCIATION**

R. M. Tritt  
Manager, Labour Relations

A. Sandziuk  
President - CALDA

E.F. Scott  
Director, Flight Dispatch

P.G. Lunniss  
Vice President - CALDA

D.M. McLeod  
Assistant Council Chairman - Air Canada

**LETTER OF UNDERSTANDING  
No. 11**

**MULTIPLE FLIGHT DISPATCH CENTRES**

This letter of understanding was amended in the 2011 round of bargaining:

Should the company elect to operate additional Flight Dispatch centres within geographical territories covered under this Collective Agreement the following language shall be used to address issues of filling of assignments at Flight Dispatch Centres, reduction in system staff, and expenses related to the transfer of Dispatch Employees from one Flight Dispatch Centre to another.

**Filling of System Assignments**

The Company shall post notices in all Flight Dispatch Centres when a permanent Dispatch Employee assignment becomes vacant or when the Company establishes additional permanent Dispatch Employee assignments. Dispatch Employees absent from their Centres shall leave forwarding addresses or bidding instructions with the Flight Dispatch Centre management for assignments that may be posted during their absence.

All Dispatchers will be advised of an open position through an internal posting process. This posting will include details of the assignment.

Dispatchers must submit their candidacy within fourteen (14) calendar days of the date of the internal posting via email to the appropriate Manager identified in the posting.

The appropriate Manager will coordinate the selection process which may include but is not limited to interviews and testing as applicable.

Candidates for any position will be advised in a timely manner of their individual status following completion of the selection process.

The results of the selection process will be communicated to all Dispatch Employees.

When filling the second and subsequent vacancies that occur as a result of filling the original vacancy (backfill), these vacancies shall be posted and filled as provided for in paragraph 1 of "Filling of System Assignments". Filling of these assignments shall only be carried out using the list of candidates submitted in "2." above for the original vacancy. When the list is exhausted, any further vacancies will be filled at Company discretion.

When no Dispatchers submit their candidacy for a vacancy, it shall be filled at Company discretion.

**Reduction in System Staff**

In the event of a reduction in the number of Dispatch Employees at a Flight Dispatch Centre, the most junior Dispatch Employee at the affected centre will be displaced. In the event that the Dispatch Employee's seniority is greater than a Dispatch Employee at another centre, the displaced employee with the greater seniority will have the option to either accept laid-off status as per the provisions of Article 12 or take a position at the other Flight Dispatch Centre that his seniority will allow. As a result of this process, the most junior Dispatch Employee at that Flight Dispatch Centre will be displaced and have the option to displace further, if able according to this LOU.

**Transfer Expenses**

A Dispatch Employee when transferred from one Flight Dispatch Centre to another through the Displacement process will be allowed transportation and expenses for himself and dependent members of his family in accordance with published Company regulations.

Dispatch Employees relocating due to a vacancy or making mutual transfers with the approval of the Company, will do so at their own expense. These employees shall be provided space available transportation for themselves and dependent members of their families to the extent permitted by Company regulations. Such Dispatch Employees may, subject to the approval of the Company, be allowed time to drive their own automobile to their new Flight Dispatch Centre.

**IN WITNESS THEREOF**, the Parties hereto have signed this Letter of Understanding this        day of        , 2012.

**FOR AIR CANADA:**

\_\_\_\_\_  
Julie Mailhot  
Director, International Operations  
and Customer Service

\_\_\_\_\_  
Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

\_\_\_\_\_  
Richard Yeates  
Local Council Chairperson

\_\_\_\_\_  
Geoff Charabin  
Assistant Local Council Chairperson

\_\_\_\_\_  
Russ Williams  
National President, CALDA

**LETTER OF UNDERSTANDING  
No. 15**

**PENSION AGREEMENT**

In accordance with the provisions of Item 6 of the September 30, 2000 Memorandum of Understanding between Air Canada and CALDA Councils 1 and 2, the Parties agreed to the following Pension related changes:

***A. For employees on the Air Canada CALDA seniority list only (i.e. excluding those on the CAIL CALDA dispatcher seniority list prior to date of ratification of this memorandum) , the following Pension improvements will apply:***

**Improved Benefit Formula**

Effective January 1, 2001, the rules of the Air Canada Pension Plan will be amended to change the formula for eligible employees covered by this Collective Agreement from 1.75% / 2.0% to 1.9% / 2.0% in respect of allowable service after January 1, 1996. In respect of service between January 1, 1966 and January 1, 1996, the formula will remain at 1.75% / 2.0%. All sections of the Plan text wherever reference is made to 1.75% will be amended by replacing 1.75% with 1.9% in respect of service after January 1, 1996. These are sections 6.1 dealing with normal retirement pension, section 6.3 dealing with disability retirement pension and section 7.1 dealing with the higher pension to age 65 option. In section 7.1 a) the reference to 1/4% should also be replaced by 0.10% in respect of service since January 1, 1996.

**Increased Employee Contributions**

Employee contributions under section 4.1 of the rules of the Air Canada Pension Plan will be increased from 5.25% to 5.70% on pensionable earnings up to the employee's Yearly Maximum Pensionable Earnings and remain at 6% on the part of the employee's compensation in excess thereof effective January 1, 2001. This contribution rate will be used as a basis for the recognition of any period of allowable service in respect of service after January 1, 1996 subsequently applied for by the employee on or after January 1, 2001.

In respect of allowable service prior to January 1, 2001 for which the pension formula is increased from 1.75% / 2% to 1.9% / 2%, the member shall be required to pay a past service contribution. This contribution shall be calculated as the product of a), b) and c) below:

- a) The 2000 annualized pensionable earnings up to \$37,600
- b) The allowable service expressed in years and twelfths thereof prior to January 1, 2001 for which the pension rate is increased from 1.75% / 2% to 1.9% / 2%, and
- c) 0.45%.

Members will be required to contribute a minimum of 2% of pensionable earnings to repay any past service contribution and any outstanding balance will be charged interest at the prevailing interest rate applicable on outstanding contribution deficiencies.

At death, termination or retirement. pension benefits will be reduced actuarially to reflect any outstanding contribution deficiencies.

In addition to the above, paragraph 6 of the November 5, 1999 Letter of Intent between Air Canada and CALDA Council 1 will continue which states:

*Effective August 1<sup>st</sup>, 2002, the annual pensionable earnings ceiling applicable to CALDA Members will be equal to the earnings which produces the annual pension benefit maximum that the Income Tax Act allows to be accrued for each year of allowable service in a registered pension plan.*

*This annual pension maximum benefit is currently \$1,722.22 for each year of allowable service and is scheduled to be indexed by Revenue Canada beginning January 1, 2005.*

*This annual pensionable earnings ceiling will change in subsequent years because of the annual change in the YMPE and/or changes in the annual pension maximum benefit. In any event, pension benefits will never exceed the maximum permitted by the Income Tax Act.*

With the exception of employees hired after date of ratification of the agreement directly by Air Canada who were not previously on the CAIL CALDA seniority list, no employee added to the Air Canada CALDA seniority list by merger or any method will be eligible for Section A of this Letter of Understanding or service prior to April 1, 2000 for the purpose of paragraph 6 of the Air Canada and Council 1 Letter of Intent of November 5<sup>th</sup>, 1999.

***B. For employees on the CAIL CALDA seniority list only (i.e. excluding those on the Air Canada CALDA dispatcher seniority list prior to date of ratification of the memorandum dated September 30, 2000) the following Pension improvements will apply:***

All members of the *Pension Plan for Dispatch Employees as Represented by the Canadian Airline Dispatchers Association of Canadian Airlines International Ltd.* (the "CAIL CALDA Plan") shall continue to be members of such plan and will continue to attract benefits therefrom. They will not be eligible to benefit from the Air Canada Pension Plan.

For service rendered before April 1, 2000, the rules of the CAIL CALDA Plan continue to apply except for the following two improvements:

Effective April 1, 2000 and in respect of service prior to April 1, 2000, the maximum annual pension per year of pensionable service shall be increased from \$1,143 to \$1,500, and

Effective April 1, 2000 and in respect of service prior to April 1, 2000, the enhanced early retirement benefits contained in the Letter of Understanding 1.3 shall be incorporated into the provisions of the CAIL CALDA Plan.

Also effective January 1, 2001 and for service following that date only, the CAIL CALDA Plan shall be amended to provide for substantially the same benefits and conditions as Air Canada Pension Plan in respect of CALDA employees. Specifically, the benefit formula will be 1.9% / 2% in respect of service after January 1, 2001 for eligible employees covered by this Collective Agreement and employee contributions to the CAIL CALDA Plan will be at the rate of 5.7% on pensionable earnings up to the employee's Yearly Maximum Pensionable Earnings and 6% on the part of the employee's compensation in excess thereof.

**Joint Pension Plan Task Force**

Air Canada and the Association agree to enter into discussions through a joint Task Force, during the life of the Collective Agreement to review and investigate improvements and/or changes to the plan, cost issues related to such improvements and/or changes, and a plan to deal with long term pension issues and the viability of the Pension Plan.

One member of the CAIL Pension Plan and one member of the Air Canada Pension Plan shall be displaced to attend such meetings whenever they are held, subject to unforeseen operational requirements.

**AC/CAIL Pension Plans Applicability**

The Company agrees that changes to the Pension Plan which affect CALDA members will not be made except as agreed by the Association.

**IN WITNESS THEREOF**, the Parties hereto have signed this Letter of Understanding this 20th day of August, 1999.

**FOR: AIR CANADA**

**FOR: CANADIAN AIR LINE  
DISPATCHERS' ASSOCIATION**

P.J. Heinke  
Senior Director, Labour Relations

J.R. Williams  
Local Council Chairperson

J.W. Johansen  
Manager, Flight Dispatch

B. McCauley  
President, CALDA

A.C. Torriani  
Manager, Labour Relations

J. Colville  
Assistant Council Chairperson

R.J. Elder  
Negotiating Committee

**LETTER OF UNDERSTANDING  
No. 23**

**LETTER OF UNDERSTANDING**

**Between**

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

**And**

**CANADIAN AIRLINE DISPATCHERS ASSOCIATION**

**("CALDA" or "the Association")**

It is recognized that over the life of the Collective Agreement a new Preferential Bidding System (PBS) may become available. Therefore, the Parties agree to investigate the option of implementing such a system.

1. While it is recognized that the full scope and detail of the Preferential Bidding System (PBS) Program can not be realistically contained in the Collective Agreement, the basic tenets upon which the program will be established and continue are embodied within this LOU.
2. This LOU will serve as the basic guidance and reference for the MAWS Committee as the need arises to resolve issues as they relate to the PBS. Any changes to the PBS System and specification which are not in accordance with this LOU will require the mutual agreement of the Association and the Company.
3. The Association and the Company agree to a preferential bidding system for Dispatch Employees so that each employee is awarded their choice of shifts, days off or other duties specified by the Company in accordance with their seniority as detailed in these scheduling rules. While preferences are honoured in seniority order, the MAWS Committee will ensure there is a reasonable distribution of shifts among Dispatch Employees.
4. A preferential bid will consist of, but not limited to, vacation, statutory holidays, banked time, requested days off, training requirements, familiarization flights, leaves of absence, additional staff requirements, and core blocks of work.
5. The MAWS Committee will determine the timeframe for posting the duties and work schedules to be bid by seniority preference. It shall also be the responsibility of the MAWS Committee to determine the bidding protocol. The bidding protocol will include, but may not be limited to, bid frequency, work parameters, and the timelines for employees to complete the bidding process and work schedule posting.
6. The days that a Dispatch Employee is on vacation, time bank day, requested day off, training, familiarization flight or on leave of absence for part of the bid period will be placed on the employee's schedule prior to bidding any work. Such days are not available for any assignment.
7. At the end of the bidding process, work assignments not selected shall be assigned in reverse of order of seniority to eligible employees in accordance with all scheduling rules.

**IN WITNESS WHEREOF**, the Parties hereto have signed this Letter of Understanding this \_\_\_\_\_ day of \_\_\_\_\_, 2012.

**FOR AIR CANADA:**

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Julie Mailhot  
Director, International Operations  
and Customer Service

---

Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

---

Richard Yeates  
Local Council Chairperson

---

Geoff Charabin  
Assistant Local Council Chairperson

---

Russ Williams  
National President, CALDA



**LETTER OF UNDERSTANDING  
No. 24**

**LETTER OF UNDERSTANDING**

**Between**

**AIR CANADA**

**("the Company")**

**And**

**CANADIAN AIRLINE DISPATCHERS ASSOCIATION**

**("CALDA" or "the Association")**

**WHEREAS** the Company and the Association ("Parties") have agreed to the amendments to the Collective Agreement with respect to the matters set out in this Letter of Understanding (LOU);

**WHEREAS** Chief Duty Dispatchers will monitor both routine and adhoc ATC (ATCSCC and Nav Canada) conference calls;

**NOW THEREFORE** the Parties have agreed as follows:

By Nov 1<sup>st</sup>, new standard operating procedures (SOPs) will be developed with regards to ATC coordination between Systems Operations Control (SOC) and Flight Dispatch. Designated subject matter experts from both SOC and Flight Dispatch will be responsible for creating these SOPs and ensuring they are suitable for both groups. While the SOPs cannot be fully outlined in this LOU, the basis for which they will be created is as follows

1. All verbal communication with ATC shall be coordinated through the Chief Duty Dispatcher on day of flight operation.
2. The Chief Duty Dispatcher monitoring ATC conference calls will notify the Manager System Ops Control (MSOC) of any proposed Ground Delay Program (GDP).
3. The Chief Duty Dispatcher will then model the GDP at the proposed acceptance rate and propose several scenarios to the MSOC. As part of these scenarios, the Chief Duty Dispatcher will advise the MSOC of other potential issues and the outlook for the duration of the event.
4. The Chief Duty Dispatcher will be encouraged to participate in a discussion with the MSOC in which the corporate plan is outlined so he can share the overall expectations with the Dispatchers as well as advocate for Air Canada on ATC conference calls.
5. Once the program is issued, the MSOC will direct all cancellations or substitutions that are required to be entered in ESM to the CDD.

In the event that the provisions of this LOU create a significant negative commercial or operational impact, this LOU can be cancelled at the Company's discretion.

**IN WITNESS WHEREOF**, the Parties hereto have signed this Letter of Understanding this \_\_\_\_\_ day of \_\_\_\_\_, 2012.

**FOR AIR CANADA:**

---

Julie Mailhot  
Director, International Operations  
and Customer Service

---

Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

---

Richard Yeates  
Local Council Chairperson

---

Geoff Charabin  
Assistant Local Council Chairperson

---

Russ Williams  
National President, CALDA

**LETTER OF UNDERSTANDING  
No. 26**

**LETTER OF UNDERSTANDING  
between  
AIR CANADA  
and the  
CANADIAN AIR LINE DISPATCHERS ASSOCIATION  
("CALDA")  
LOW COST CARRIER (LCC)  
WORK RULES & CONDITIONS**

**Preamble:**

In the event Air Canada launches a new Low Cost Carrier operated by Air Canada Pilots (hereinafter called the "LCC"), Air Canada and CALDA wish to establish a labour relations structure covering the Dispatch Employees of the LCC. While it is recognized that the full scope and details of the terms and conditions governing the LCC cannot be realistically contained in this LOU, the parties have agreed to the following work rules and conditions as embodied herein:

**Recognition:**

It is agreed that the Flight Dispatchers employed by the LCC will be Air Canada Dispatchers represented by CALDA and will be covered by the CALDA-Air Canada Collective Agreement. Dispatchers will be on the CALDA-Air Canada Flight Dispatch Seniority List.

**Start-Up:**

Upon Air Canada notifying CALDA of the launch of the LCC as outlined in the preamble, this Letter of Understanding will take effect.

Initially during the start-up phase of the LCC, due to the efficiencies of scale present with mainline, the Company will apply for dual flight dispatch certification with Transport Canada. In the event that dual certification is granted, it is expected that the volume of Dispatch work required for the LCC will be absorbed within the current desk and shift structures. It is also expected that during the initial start-up of the LCC, it will be managed within the current mainline Flight Dispatch Centre.

**Growth of LCC:**

As the LCC grows, it is anticipated that it will operate enough flights to warrant LCC specific desks. The LCC shift scheduling will be separate from mainline and will be developed by the MAWS committee with due regard given to respecting the 0500 start time and absence of split shifts.

LCC-specific desks will be operated only by Dispatchers who are both domestically and internationally qualified. These desks may be in the Air Canada Flight Dispatch Centre or located elsewhere. Depending on the LCC flight schedule, any synergies between mainline and LCC will be utilized. For example, the end of day Flight Watch for LCC may be transferred to mainline desks and shift trades will be permitted as per current local procedures. Also, overtime at LCC or mainline would be interchangeable.

In the event that the LCC's Systems Operations Control (hereinafter called "SOC") is located at another base, movement between the bases would be as per LOU 11.

**Full Separation of LCC and Mainline:**

In the event that dual certification is not obtained or operational and commercial requirements dictate that LCC and mainline Dispatchers should be separate, Dispatchers from LCC and mainline will work separate desks with no sharing of overtime or shift trades. LCC Dispatchers will also have their shifts and vacation bid separately.

All pension and Benefits of the CALDA-Air Canada collective agreement will apply.

In the event there is a vacancy at the LCC, it may be filled with a mainline Dispatcher, based on seniority. If there is a vacancy at mainline, it may be filled with an LCC Dispatcher based on seniority. The successful candidate moving from LCC to mainline will progress through wages at mainline at their current level. Any mainline Dispatcher forced to the LCC will carry their years of service and applicable salary for progression. If unable to fill positions at either mainline or LCC under the terms of this LOU, candidates will be hired directly into the respective positions.

In the event that the LCC's SOC is located at another base, movement between the bases would be as per LOU 11.

During a Dispatcher's career, he will be limited to two (2) voluntary transfers between mainline and LCC.

**IN WITNESS WHEREOF**, the parties hereto have signed this Letter of Understanding this \_\_\_\_ day of \_\_\_\_\_, 2012.

**FOR AIR CANADA:**

\_\_\_\_\_  
Julie Mailhot  
Director, International Operations  
and Customer Service

\_\_\_\_\_  
Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

\_\_\_\_\_  
Richard Yeates  
Local Council Chairperson

\_\_\_\_\_  
Geoff Charabin  
Assistant Local Council Chairperson

\_\_\_\_\_  
Russ Williams  
National President, CALDA

**LETTER OF UNDERSTANDING  
No. 27**

**LETTER OF UNDERSTANDING**

**Between**

**AIR CANADA**

**("the Company")**

**And**

**CANADIAN AIRLINE DISPATCHERS ASSOCIATION**

**("CALDA" or "the Association")**

**WHEREAS** the Company and the Association ("Parties") have agreed to the amendments to the Agreement with respect to the matters set out in this Letter of Understanding (LOU);

**NOW THEREFORE** the Parties have agreed as follows:

Upon Air Canada notifying CALDA of the launch of the LCC as outlined in LOU 26, this Letter of Understanding will take effect.

Given the Parties' agreement to restructure the current pay scale for Dispatch Employees hired on or after June 1, 2004 while minimizing the impact this may have on the progression of current Dispatch Employees on this scale, Dispatch Employees hired between June 1<sup>st</sup>, 2004 and the date of the launch of the LCC as outlined in LOU 26 will skip steps four (4) and seven (7) while progressing through the new pay scale.

**IN WITNESS WHEREOF**, the parties hereto have signed this Letter of Understanding this \_\_\_\_\_ day of \_\_\_\_\_, 2012.

**FOR AIR CANADA:**

\_\_\_\_\_

Julie Mailhot  
Director, International Operations  
and Customer Service

\_\_\_\_\_

Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

\_\_\_\_\_

Richard Yeates  
Local Council Chairperson

\_\_\_\_\_

Geoff Charabin  
Assistant Local Council Chairperson

\_\_\_\_\_

Russ Williams  
National President, CALDA

**LETTER OF UNDERSTANDING  
No. 28**

**LETTER OF UNDERSTANDING**

**Between**

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

**And**

**CANADIAN AIRLINE DISPATCHERS ASSOCIATION**

**("CALDA" or "the Association")**

**WHEREAS** the Company and the Association ("Parties") have agreed to the amendments to the Collective Agreement with respect to the matters set out in this Letter of Understanding (LOU);

**NOW THEREFORE** the Parties have agreed as follows:

An employee may be granted a day off in lieu of a statutory holiday at the Company's discretion.

The statutory holiday and the day off to be taken in lieu must be identified and agreed to by the employee and the Company in advance of both of these days.

The employee will be paid at straight time for the statutory holiday worked. The employee will also receive one days pay on the day off in lieu, but there will be no statutory premium paid.

This option will only be provided to employees under extenuating circumstances.

**IN WITNESS WHEREOF**, the Parties hereto have signed this Letter of Understanding this \_\_\_\_ day of \_\_\_\_\_, 2012.

**FOR AIR CANADA:**

\_\_\_\_\_  
Julie Mailhot  
Director, International Operations  
and Customer Service

\_\_\_\_\_  
Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

\_\_\_\_\_  
Richard Yeates  
Local Council Chairperson

\_\_\_\_\_  
Geoff Charabin  
Assistant Local Council Chairperson

\_\_\_\_\_  
Russ Williams  
National President, CALDA

**LETTER OF COMMITMENT  
No. 2**

**LETTER OF COMMITMENT – Flexible Benefits Discussion**

February 10, 2012

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association  
YYZ 2444  
5935 Airport Road 9<sup>th</sup> Floor  
Mississauga, Ontario, L4V 1W5

Dear Mr. Yeates:

This letter will confirm the Parties' agreement that, during the life of the current Collective Agreement, the Company and the Association will meet to discuss the merits of introducing a flexible benefits plan for the Air Canada Dispatchers and the means to implement such a plan.

Yours truly,

Harlan Clarke,  
Director, Labour Relations

**LETTER OF COMMITMENT  
No. 3**

**LETTER OF COMMITMENT – NDA COMMUNICATION**

February 10, 2012

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association  
YYZ 2444  
5935 Airport Road 9<sup>th</sup> Floor  
Mississauga, Ontario, L4V 1W5

Dear Mr. Yeates:

This letter will confirm the Parties' agreement that, the Company will advise CALDA of any non-disclosure agreement (NDA) that a Dispatch Employee has been asked to sign due to being on Project or through Chief Flight Dispatcher duties. CALDA will be provided with a copy of the text of the NDA.

Yours truly,

Julie Mailhot,  
Director, International Operations and Customer Service



**LETTER OF COMMITMENT  
No. 4**

**LETTER OF COMMITMENT – BUSINESS CARDS**

February 10, 2012

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association  
YYZ 2444  
5935 Airport Road 9<sup>th</sup> Floor  
Mississauga, Ontario, L4V 1W5

Dear Mr. Yeates:

This letter will confirm the Parties' agreement that the Company will continue its practice of providing business cards to Dispatch Employees to be used for external use, notably the familiarization flight program.

Ordering of business cards will be limited to one (1) box every five (5) years per Dispatch Employee unless there has been a change of title due to change of classification.

The content of the card will be standard prescribed Company contact information.

Yours truly,

Julie Mailhot,  
Director, International Operations and Customer Service

**LETTER OF COMMITMENT  
No. 6**

**LETTER OF COMMITMENT – PENSION PLAN FOR DISPATCH EMPLOYEES HIRED ON FEBRUARY  
14, 2011**

February 10, 2012

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association  
YYZ 2444  
5935 Airport Road 9<sup>th</sup> Floor  
Mississauga, Ontario, L4V 1W5

Dear Mr. Yeates:

As outlined in Appendix M, all Dispatch Employees hired after the ratification of the 2011-2016 Collective Agreement will participate in a Defined Contribution Pension Plan.

Air Canada and CALDA will discuss the feasibility of allowing the five (5) Dispatch Employees hired on February 14, 2011 to transfer from the Defined Benefit Pension Plan to the Defined Contribution Pension Plan should any wish to do so.

Yours truly,

Harlan Clarke,  
Director, Labour Relations

**LETTER OF COMMITMENT  
No. 7**

**LETTER OF COMMITMENT – STANDARDS AND STEERING COMMITTEE**

January 30, 2016

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association (“CALDA”)  
YYZ 2500  
99 Ironbridge Road  
Brampton, ON  
L6Y 0S7

Dear Mr. Yeates:

This letter will confirm Air Canada and CALDA’s (the “Parties”) agreement that the Parties will implement a Standards and Steering committee (the “Committee”) consisting of Transport Canada designated Check Dispatchers and Management representatives.

Understanding that the mandate of the Committee is advisory in scope, it is agreed that the primary purpose of the Committee is to discuss potential FDM and SOP revisions and associated bulletins, which could affect the job functions of a Dispatcher, prior to their publication, as well as training deficiencies and SOP adherence.

It is agreed that the Committee will meet on a quarterly basis. The Committee’s meeting schedule will be developed collaboratively by the Parties and may also include additional *ad hoc* meetings as necessary.

Yours truly,

Giuseppe Morello  
Manager, Labour Relations

**LETTER OF COMMITMENT  
No. 8**

**LETTER OF COMMITMENT – ONBOARDING LETTER TO NEW EMPLOYEES**

January 30, 2016

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association ("CALDA")  
YYZ2500  
99 Ironbridge Road  
Brampton, ON  
L6Y 0S7

Dear Mr. Yeates:

This letter will confirm that Air Canada, as part of the onboarding process, will provide new employees with a letter that sets out the payments they may be entitled to following their certification as a Dispatcher in accordance with the CALDA collective agreement, namely:

CALDA Certificate Pay (monthly as per Article 4.03)

Meal Period (LOU 22)

Passport Allowance (annual as per Article 13.05)

CALDA Professional Development Allowance (annual as per Article 6.03)

Stat Holiday Credit (Article 8)

Yours truly,

Giuseppe Morello  
Manager, Labour Relations

**LETTER OF COMMITMENT  
No. 9**

**LETTER OF COMMITMENT – MEAL PERIOD CREDIT PAYMENT**

January 30, 2016

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association ("CALDA")  
YYZ2500  
99 Ironbridge Road  
Brampton, ON  
L6Y 0S7

Dear Mr. Yeates:

This letter will confirm that with reference to the payment of the Meal Credits set out in Article 5.01.03.01, Air Canada agrees to begin the bi-weekly meal period credit payments, on a pro-rated basis, during bi-weekly pay period 14 (beginning on June 19, 2016 and ending on July 2, 2016), which is scheduled to paid on July 13, 2016.

Yours truly,

Giuseppe Morello  
Manager, Labour Relations

**LETTER OF COMMITMENT  
No. 10**

**LETTER OF COMMITMENT – OVERTIME COMPENSATION**

January 30, 2016

Mr. Richard Yeates  
Local Council Chairperson  
Canadian Air Line Dispatchers Association ("CALDA")  
YYZ2500  
99 Ironbridge Road  
Brampton, ON  
L6Y 0S7

Dear Mr. Yeates:

This letter will confirm that effective with the first pay period subsequent to ratification of the 2016 collective agreement, the following will apply:

1) Air Canada Dispatch Employees who are on the secondary overtime call-in list in accordance with Article 5.03.01.01 and agree to work on a scheduled day off will be credited as follows:

Overtime on a Scheduled Day Off		
Hours Worked	First Day Off worked (Computed at)	Second or Subsequent Day(s) Off worked (Computed at)
	1.5X	2X

For greater certainty, time and one half per hours (1.5X) applies to the first day off on which the employee works and not necessarily the first scheduled day off.

In addition, double time will apply to the second and any subsequent day(s) off on which the employee works. These days do not need to be consecutive.

2) OJTI Dispatchers will be credited with an additional sixty dollars (\$60) per shift worked as a result of the preparatory work associated with these classifications.

3) Check Dispatchers will be credited with an additional seventy-five dollars (\$75) per shift when conducting a competency check, as a result of the preparatory work associated with these classifications.

The above credits will be in effect for the life of the 2016-2019 Collective Agreement only.

Sincerely,

Giuseppe Morello  
Manager, Labour Relations

## APPENDIX K

### MEMORANDUM OF AGREEMENT

BETWEEN:

**Canadian Air Line Dispatcher Association**

(the "Union")

-and-

**Air Canada**

(the "Company")

**WHEREAS** the Collective Agreement between the Company and the Union (the "Parties") expires on June 30, 2009 (the "Collective Agreement");

**WHEREAS** the Parties acknowledge the need for the Company to access additional funds to improve its liquidity situation at the present time;

**WHEREAS** the Parties understand the importance of the Company securing the investment of capital and the importance of labour stability to obtaining that investment;

**WHEREAS** the Parties recognize that obtaining additional funds and investment is important to avoid a restructuring of the Company in the context of filing for protection under the *Companies' Creditors Arrangement Act* and the desirability of doing so;

**NOW THEREFORE the Parties have agreed as follows:**

1. Subject only to the modifications set out in Appendix A attached hereto, the Collective Agreement will remain in force for a period of 21 months from the expiry of the current Collective Agreement, namely June 30, 2009, until March 31, 2011 (the "Extension Period").
2. For greater certainty, during the Extension Period, neither party shall have the right to strike or lockout, as per the *Canada Labour Code*.
3. For further certainty, during the Extension Period there shall be no changes to the terms and conditions of the Collective Agreement including, without limitation, (i) no wage rate increases, (ii) no changes to pension benefit levels, nor (iii) any changes to group insurance coverage or benefits.
4. In the event that the Company becomes subject to the *Companies' Creditors Arrangement Act* or the *Bankruptcy and Insolvency Act* or similar proceedings, while the Pension Memorandum of Understanding signed by CALDA is in effect, section 19 of the Pension Memorandum of Understanding shall apply, and whether the Pension Memorandum of Understanding is in effect or not, there shall be no amendments to the Collective Agreement except on consent of the Parties.
5. Nothing in paragraph 1 shall preclude either party from attempting to secure, through negotiations for the renewal of the Collective Agreement at the end of the Extension Period, changes to the Collective Agreement with retroactive effect from the commencement of the Extension Period.
6. If, in negotiating a renewal or extension to a collective agreement expiring in 2009 or during the Extension Period, any other Air Canada group negotiates an across the board improvement to wage

rates, work rules, benefits (including medical, dental and life insurance and sickness and disability benefits) or other compensation to take effect during the Renewal Period, the same improvement will be incorporated in the Collective Agreement, unless it is inapplicable, in which case other improvements of equal proportional value will be granted. This does not apply to any improvement whose cost is intended to be offset by cost reductions or productivity gains negotiated at the same time.

7. The Union will be permitted to review Air Canada's "Five Year Plan" of April 21, 2009, and shall be granted reasonable access to that document, subject to those conducting the review agreeing to the terms of a Non-disclosure Undertaking substantially in the form used for the Union-Management quarterly financial update meetings. Air Canada shall continue to provide quarterly financial updates in accordance with its practice.
8. Air Canada agrees that during the Extension Period it shall not sell its interest in Air Canada Cargo or Air Canada Ground Handling Services, provided this undertaking shall not apply to any sale or other disposition of those businesses pursuant to a lender requirement.
9. The Union will be granted access to a copy of the agreement reached in May 2009 concerning credit card processing financial arrangements, subject to Air Canada obtaining any consent for such disclosure from the relevant credit card processors, which Air Canada shall use reasonable efforts to obtain and each of the Union representatives who access such agreements having executed a Non-disclosure Undertaking acceptable to Air Canada and based on the terms of a Non-disclosure Undertaking substantially in the form used for the Union-Management quarterly financial update meetings.
10. This Memorandum of Agreement remains in full force and effect even if the Pension Memorandum of Understanding ceases to have effect or is not signed and ratified by the Union.
11. This Memorandum of Agreement will be subject to ratification by the Union in accordance with its Constitution and By-laws. Both Parties commit to recommend and fully endorse the ratification of this Memorandum.
12. This Memorandum of Agreement shall not limit the Parties ability to agree to changes to the Collective Agreement and/or the working conditions of the employees represented by the Union on matters and of the kind they usually consider during the life of a collective agreement and which usually take the form of documents ancillary to the Collective Agreement (such as Memorandums of Understanding, Memorandums of Agreement, Minutes of Settlement and Letters of Understanding) once agreed upon.

Signed this \_\_\_\_ day of June, 2009 at \_\_\_\_\_.

FOR AIR CANADA:

Harlan Clarke  
Director Labour Relations

FOR CALDA:

Russ Williams  
Local Council Chairperson  
  
Leonard Murphy  
Assistant Council Chairman



## **APPENDIX L**

### **Pension Arrangement for Current Employees**

The parties agree that the following pension changes will be made to help address the solvency funding deficiency in the Air Canada Pension Plans:

1. Introduce a provision in the Air Canada Pension Plan and in the Pension Plan for Air Canada CALDA Employees Formerly Employed by Canadian Airlines International Limited ("CAIL CALDA Plan") stating that an unreduced pension is payable for CALDA represented plan members who retire at age fifty-five (55), or later, with at least eighty-five (85) points and the consent of Air Canada. This provision would replace the current rules to calculate early retirement.
2. The definition of pensionable age under both plans shall be changed to age 65; any CALDA represented plan member who does not meet the above criteria shall have his pension actuarially reduced from pensionable age, including for CAIL-type service.
3. Introduce a provision in the Collective Agreement stating that Air Canada will not deny consent for an unreduced pension payable for CALDA represented plan members retiring at age fifty-five (55), or later, with at least eighty-five (85) points from the Air Canada Pension Plan or the CAIL CALDA Plan.
4. A provision will be added in the Collective Agreement stating that CALDA represented plan members whose employment is involuntarily terminated will have Air Canada's consent to an unreduced pension at the date that they would have reached age fifty-five (55) and eighty (85) points, without the projection of service. For example, members who:
  - a. Die while in service before termination or retirement;
  - b. Terminate or retire on account of total and permanent disability;
  - c. Resign due to a terminal condition; or
  - d. Are terminated by the Company except for cause.
5. The above provisions would take effect January 1, 2013.
6. The benefit reductions in this agreement are subject to the approval of OSFI. CALDA will support Air Canada's request for OSFI's approval for the above pension plan changes.

## APPENDIX M

### MEMORANDUM OF AGREEMENT

Between

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

And

**CANADIAN AIRLINE DISPATCHERS ASSOCIATION**

**("CALDA" or "the Association")**

**WHEREAS** in 2009 the Federal Government, to facilitate the "devising [of] a sustainable path for the airline company's pension plan", appointed the Honourable James Farley, Q.C., to mediate collective bargaining between Air Canada and its Canadian-based unions, including CALDA;

**WHEREAS** in 2009 the parties agreed, along with the other Canadian-based unions, to seek temporary funding relief from the then existing pension regulations;

**WHEREAS**, despite the Federal Government's request that long-term sustainability of the Air Canada Pension Plans be addressed in 2009, only the temporary funding relief was agreed upon;

**WHEREAS** the temporary pension funding relief will expire in 2013;

**WHEREAS** the parties are committed to the sustainability of the Air Canada pension plans over the long term;

**WHEREAS** the Federal Government continued to request that Air Canada and its Canadian-based unions engage in discussions to address the long-term sustainability of the pension plans;

**WHEREAS**, although Air Canada commenced discussions with its Canadian-based unions to address the matter of long-term sustainability of the pension plans, as raised in the Federal Government's request, and in a manner consistent with the current environment in Canada for pension plans sponsored by major Canadian corporations ("Pension Sustainability"), no agreement on how to ensure the long-term sustainability of the pension plans resulted from those discussions;

**WHEREAS** since April 2011 the parties have been negotiating a new Collective Agreement through which they sought, among other things, to address the long term sustainability of the Air Canada pension plans and the objective of a dignified and secure retirement for all employees;

**WHEREAS** during their 2011 negotiations the parties have been unable to agree on the pension arrangements applicable to employees who may be hired after ratification taking into account the objective of Pension sustainability.

**NOW THEREFORE** the parties agree as follows:

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

2. The parties agree to establish a defined contribution plan for all employees hired after ratification (the "New Hire DC Plan") of the tentative 2011-2016 collective agreement.
3. The parties agree to submit to interest arbitration the matter of the setting of the terms and conditions of the New Hire DC Plan. The parties will constitute an interest arbitration panel to hear this arbitration, which shall be constituted by a mutually agreed upon chair, or, if the parties cannot agree, on a chair appointed by the Minister of Labour, and one representative of each party which they alone shall choose.
4. The award of the Chair will be final, binding and not subject to further approval or ratification by either party, so long as the Office of the Superintendent of Financial Institutions approves of the changes required to give effect to his award, if required by law.
5. The parties agree to take all necessary steps to have the award of the Chair issued by no later than September 30, 2012.

Signed this 10th day of February, 2012 in Mississauga, ON

**FOR AIR CANADA:**

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Julie Mailhot  
Director, International Operations  
and Customer Service

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Harlan Clarke  
Director, Labour Relations

**FOR CALDA:**

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Richard Yeates  
Local Council Chairperson

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Geoff Charabin  
Assistant Local Council Chairperson

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Russ Williams  
National President, CALDA

## APPENDIX N

The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers employed as of the date of ratification of the **2019-2022** Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2019		MARCH 1 2020		MARCH 1 2021	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	725.85	19.36	740.37	19.74	755.18	20.14
Flight Dispatcher	1st 52 weeks	926.28	24.70	944.81	25.19	963.70	25.70
	2nd 52 weeks	981.67	26.18	1001.30	26.70	1021.33	27.24
	3rd 52 weeks	1047.47	27.93	1068.42	28.49	1089.79	29.06
	4th 52 weeks	1099.85	29.33	1121.84	29.92	1144.28	30.51
	5th 52 weeks	1154.84	30.80	1177.94	31.41	1201.50	32.04
	6th 52 weeks	1212.58	32.34	1236.83	32.98	1261.56	33.64
	7th 52 weeks	1273.20	33.95	1298.67	34.63	1324.64	35.32
	8th 52 weeks	1360.94	36.29	1388.15	37.02	1415.92	37.76
	9th 52 weeks	1403.10	37.42	1431.16	38.16	1459.79	38.93
	10th 52 weeks	1527.03	40.72	1557.57	41.54	1588.72	42.37
	11th 52 weeks	1574.33	41.98	1605.82	42.82	1637.93	43.68
	12th 52 weeks	1708.56	45.56	1742.73	46.47	1777.59	47.40
Chief Duty Dispatcher	1st 52 weeks	1018.91	27.17	1039.29	27.71	1060.07	28.27
	2nd 52 weeks	1079.83	28.80	1101.43	29.37	1123.46	29.96
	3rd 52 weeks	1152.21	30.73	1175.26	31.34	1198.76	31.97
	4th 52 weeks	1209.83	32.26	1234.03	32.91	1258.71	33.57
	5th 52 weeks	1270.33	33.88	1295.73	34.55	1321.65	35.24
	6th 52 weeks	1333.81	35.57	1360.49	36.28	1387.70	37.01
	7th 52 weeks	1400.52	37.35	1428.53	38.09	1457.10	38.86
	8th 52 weeks	1497.03	39.92	1526.97	40.72	1557.51	41.53
	9th 52 weeks	1543.41	41.16	1574.28	41.98	1605.77	42.82
	10th 52 weeks	1679.74	44.79	1713.33	45.69	1747.60	46.60
	11th 52 weeks	1731.77	46.18	1766.40	47.10	1801.73	48.05
	12th 52 weeks	1879.42	50.12	1917.01	51.12	1955.35	52.14
Chief Flight Dispatcher	1st 52 weeks	1065.23	28.41	1086.53	28.97	1108.26	29.55
	2nd 52 weeks	1128.92	30.10	1151.49	30.71	1174.52	31.32
	3rd 52 weeks	1204.59	32.12	1228.68	32.76	1253.25	33.42
	4th 52 weeks	1264.82	33.73	1290.12	34.40	1315.92	35.09
	5th 52 weeks	1328.07	35.42	1354.63	36.12	1381.72	36.85
	6th 52 weeks	1394.46	37.19	1422.35	37.93	1450.80	38.69
	7th 52 weeks	1464.18	39.04	1493.46	39.83	1523.33	40.62
	8th 52 weeks	1565.08	41.74	1596.38	42.57	1628.31	43.42
	9th 52 weeks	1613.57	43.03	1645.84	43.89	1678.76	44.77
	10th 52 weeks	1756.08	46.83	1791.20	47.77	1827.03	48.72
	11th 52 weeks	1810.48	48.28	1846.69	49.25	1883.62	50.23
	12th 52 weeks	1964.85	52.40	2004.14	53.44	2044.23	54.51

The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers hired after the date of ratification of the **2019-2022** Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2019		MARCH 1 2020		MARCH 1 2021	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	725.85	19.36	740.37	19.74	755.18	20.14
Domestic Flight Dispatcher	1st 52 weeks	926.28	24.70	944.81	25.19	963.70	25.70
	2nd 52 weeks	981.67	26.18	1001.30	26.70	1021.33	27.24
	3rd 52 weeks	1047.47	27.93	1068.42	28.49	1089.79	29.06
	4th 52 weeks	1099.85	29.33	1121.84	29.92	1144.28	30.51
	5th 52 weeks	1154.84	30.80	1177.94	31.41	1201.50	32.04
	6th 52 weeks	1212.58	32.34	1236.83	32.98	1261.56	33.64
	7th 52 weeks	1273.20	33.95	1298.67	34.63	1324.64	35.32
	8th 52 weeks	1360.94	36.29	1388.15	37.02	1415.92	37.76
International Flight Dispatcher	1st 52 weeks	926.28	24.70	944.81	25.19	963.70	25.70
	2nd 52 weeks	981.67	26.18	1001.30	26.70	1021.33	27.24
	3rd 52 weeks	1047.47	27.93	1068.42	28.49	1089.79	29.06
	4th 52 weeks	1099.85	29.33	1121.84	29.92	1144.28	30.51
	5th 52 weeks	1154.84	30.80	1177.94	31.41	1201.50	32.04
	6th 52 weeks	1212.58	32.34	1236.83	32.98	1261.56	33.64
	7th 52 weeks	1273.20	33.95	1298.67	34.63	1324.64	35.32
	8th 52 weeks	1360.94	36.29	1388.15	37.02	1415.92	37.76
	9th 52 weeks	1403.10	37.42	1431.16	38.16	1459.79	38.93
	10th 52 weeks	1527.03	40.72	1557.57	41.54	1588.72	42.37
	11th 52 weeks	1574.33	41.98	1605.82	42.82	1637.93	43.68
	12th 52 weeks	1708.56	45.56	1742.73	46.47	1777.59	47.40
Chief Duty Dispatcher	1st 52 weeks	1018.91	27.17	1039.29	27.71	1060.07	28.27
	2nd 52 weeks	1079.83	28.80	1101.43	29.37	1123.46	29.96
	3rd 52 weeks	1152.21	30.73	1175.26	31.34	1198.76	31.97
	4th 52 weeks	1209.83	32.26	1234.03	32.91	1258.71	33.57
	5th 52 weeks	1270.33	33.88	1295.73	34.55	1321.65	35.24
	6th 52 weeks	1333.81	35.57	1360.49	36.28	1387.70	37.01
	7th 52 weeks	1400.52	37.35	1428.53	38.09	1457.10	38.86
	8th 52 weeks	1497.03	39.92	1526.97	40.72	1557.51	41.53
	9th 52 weeks	1543.41	41.16	1574.28	41.98	1605.77	42.82
	10th 52 weeks	1679.74	44.79	1713.33	45.69	1747.60	46.60
	11th 52 weeks	1731.77	46.18	1766.40	47.10	1801.73	48.05
	12th 52 weeks	1879.42	50.12	1917.01	51.12	1955.35	52.14
Chief Flight Dispatcher	1st 52 weeks	1065.23	28.41	1086.53	28.97	1108.26	29.55
	2nd 52 weeks	1128.92	30.10	1151.49	30.71	1174.52	31.32
	3rd 52 weeks	1204.59	32.12	1228.68	32.76	1253.25	33.42
	4th 52 weeks	1264.82	33.73	1290.12	34.40	1315.92	35.09
	5th 52 weeks	1328.07	35.42	1354.63	36.12	1381.72	36.85
	6th 52 weeks	1394.46	37.19	1422.35	37.93	1450.80	38.69
	7th 52 weeks	1464.18	39.04	1493.46	39.83	1523.33	40.62
	8th 52 weeks	1565.08	41.74	1596.38	42.57	1628.31	43.42
	9th 52 weeks	1613.57	43.03	1645.84	43.89	1678.76	44.77
	10th 52 weeks	1756.08	46.83	1791.20	47.77	1827.03	48.72
	11th 52 weeks	1810.48	48.28	1846.69	49.25	1883.62	50.23
	12th 52 weeks	1964.85	52.40	2004.14	53.44	2044.23	54.51

The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers employed as of the date of ratification of the **2022-2025** Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2022		MARCH 1 2023		MARCH 1 2024	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	770.28	20.54	785.69	20.95	801.40	21.37
Flight Dispatcher	1st 52 weeks	982.98	26.21	1002.64	26.74	1022.69	27.27
	2nd 52 weeks	1041.75	27.78	1062.59	28.34	1083.84	28.90
	3rd 52 weeks	1111.58	29.64	1133.81	30.24	1156.49	30.84
	4th 52 weeks	1167.16	31.12	1190.51	31.75	1214.32	32.38
	5th 52 weeks	1225.53	32.68	1250.04	33.33	1275.04	34.00
	6th 52 weeks	1286.80	34.31	1312.53	35.00	1338.78	35.70
	7th 52 weeks	1351.14	36.03	1378.16	36.75	1405.72	37.49
	8th 52 weeks	1444.24	38.51	1473.12	39.28	1502.58	40.07
	9th 52 weeks	1488.98	39.71	1518.76	40.50	1549.14	41.31
	10th 52 weeks	1620.50	43.21	1652.91	44.08	1685.97	44.96
	11th 52 weeks	1670.69	44.55	1704.10	45.44	1738.19	46.35
	12th 52 weeks	1813.14	48.35	1849.40	49.32	1886.39	50.30
Chief Duty Dispatcher	1st 52 weeks	1081.27	28.83	1102.90	29.41	1124.96	30.00
	2nd 52 weeks	1145.93	30.56	1168.85	31.17	1192.22	31.79
	3rd 52 weeks	1222.74	32.61	1247.19	33.26	1272.14	33.92
	4th 52 weeks	1283.88	34.24	1309.56	34.92	1335.75	35.62
	5th 52 weeks	1348.08	35.95	1375.04	36.67	1402.55	37.40
	6th 52 weeks	1415.45	37.75	1443.76	38.50	1472.64	39.27
	7th 52 weeks	1486.24	39.63	1515.97	40.43	1546.29	41.23
	8th 52 weeks	1588.66	42.36	1620.44	43.21	1652.85	44.08
	9th 52 weeks	1637.88	43.68	1670.64	44.55	1704.05	45.44
	10th 52 weeks	1782.55	47.53	1818.20	48.49	1854.56	49.46
	11th 52 weeks	1837.76	49.01	1874.52	49.99	1912.01	50.99
	12th 52 weeks	1994.46	53.19	2034.35	54.25	2075.03	55.33
Chief Flight Dispatcher	1st 52 weeks	1130.43	30.14	1153.04	30.75	1176.10	31.36
	2nd 52 weeks	1198.01	31.95	1221.97	32.59	1246.41	33.24
	3rd 52 weeks	1278.32	34.09	1303.89	34.77	1329.96	35.47
	4th 52 weeks	1342.24	35.79	1369.08	36.51	1396.46	37.24
	5th 52 weeks	1409.36	37.58	1437.55	38.33	1466.30	39.10
	6th 52 weeks	1479.81	39.46	1509.41	40.25	1539.60	41.06
	7th 52 weeks	1553.80	41.43	1584.87	42.26	1616.57	43.11
	8th 52 weeks	1660.87	44.29	1694.09	45.18	1727.97	46.08
	9th 52 weeks	1712.33	45.66	1746.58	46.58	1781.51	47.51
	10th 52 weeks	1863.57	49.70	1900.84	50.69	1938.86	51.70
	11th 52 weeks	1921.30	51.23	1959.72	52.26	1998.92	53.30
	12th 52 weeks	2085.11	55.60	2126.81	56.72	2169.35	57.85

The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers hired after the date of ratification of the **2022-2025** Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2022		MARCH 1 2023		MARCH 1 2024	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	770.28	20.54	785.69	20.95	801.40	21.37
Domestic Flight Dispatcher	1st 52 weeks	982.98	26.21	1002.64	26.74	1022.69	27.27
	2nd 52 weeks	1041.75	27.78	1062.59	28.34	1083.84	28.90
	3rd 52 weeks	1111.58	29.64	1133.81	30.24	1156.49	30.84
	4th 52 weeks	1167.16	31.12	1190.51	31.75	1214.32	32.38
	5th 52 weeks	1225.53	32.68	1250.04	33.33	1275.04	34.00
	6th 52 weeks	1286.80	34.31	1312.53	35.00	1338.78	35.70
	7th 52 weeks	1351.14	36.03	1378.16	36.75	1405.72	37.49
	8th 52 weeks	1444.24	38.51	1473.12	39.28	1502.58	40.07
International Flight Dispatcher	1st 52 weeks	982.98	26.21	1002.64	26.74	1022.69	27.27
	2nd 52 weeks	1041.75	27.78	1062.59	28.34	1083.84	28.90
	3rd 52 weeks	1111.58	29.64	1133.81	30.24	1156.49	30.84
	4th 52 weeks	1167.16	31.12	1190.51	31.75	1214.32	32.38
	5th 52 weeks	1225.53	32.68	1250.04	33.33	1275.04	34.00
	6th 52 weeks	1286.80	34.31	1312.53	35.00	1338.78	35.70
	7th 52 weeks	1351.14	36.03	1378.16	36.75	1405.72	37.49
	8th 52 weeks	1444.24	38.51	1473.12	39.28	1502.58	40.07
	9th 52 weeks	1488.98	39.71	1518.76	40.50	1549.14	41.31
	10th 52 weeks	1620.50	43.21	1652.91	44.08	1685.97	44.96
	11th 52 weeks	1670.69	44.55	1704.10	45.44	1738.19	46.35
	12th 52 weeks	1813.14	48.35	1849.40	49.32	1886.39	50.30
Chief Duty Dispatcher	1st 52 weeks	1081.27	28.83	1102.90	29.41	1124.96	30.00
	2nd 52 weeks	1145.93	30.56	1168.85	31.17	1192.22	31.79
	3rd 52 weeks	1222.74	32.61	1247.19	33.26	1272.14	33.92
	4th 52 weeks	1283.88	34.24	1309.56	34.92	1335.75	35.62
	5th 52 weeks	1348.08	35.95	1375.04	36.67	1402.55	37.40
	6th 52 weeks	1415.45	37.75	1443.76	38.50	1472.64	39.27
	7th 52 weeks	1486.24	39.63	1515.97	40.43	1546.29	41.23
	8th 52 weeks	1588.66	42.36	1620.44	43.21	1652.85	44.08
	9th 52 weeks	1637.88	43.68	1670.64	44.55	1704.05	45.44
	10th 52 weeks	1782.55	47.53	1818.20	48.49	1854.56	49.46
	11th 52 weeks	1837.76	49.01	1874.52	49.99	1912.01	50.99
	12th 52 weeks	1994.46	53.19	2034.35	54.25	2075.03	55.33
Chief Flight Dispatcher	1st 52 weeks	1130.43	30.14	1153.04	30.75	1176.10	31.36
	2nd 52 weeks	1198.01	31.95	1221.97	32.59	1246.41	33.24
	3rd 52 weeks	1278.32	34.09	1303.89	34.77	1329.96	35.47
	4th 52 weeks	1342.24	35.79	1369.08	36.51	1396.46	37.24
	5th 52 weeks	1409.36	37.58	1437.55	38.33	1466.30	39.10
	6th 52 weeks	1479.81	39.46	1509.41	40.25	1539.60	41.06
	7th 52 weeks	1553.80	41.43	1584.87	42.26	1616.57	43.11
	8th 52 weeks	1660.87	44.29	1694.09	45.18	1727.97	46.08
	9th 52 weeks	1712.33	45.66	1746.58	46.58	1781.51	47.51
	10th 52 weeks	1863.57	49.70	1900.84	50.69	1938.86	51.70
	11th 52 weeks	1921.30	51.23	1959.72	52.26	1998.92	53.30
	12th 52 weeks	2085.11	55.60	2126.81	56.72	2169.35	57.85

The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers employed as of the date of ratification of the **2025-2028** Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2025		MARCH 1 2026		MARCH 1 2027	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	817.43	21.80	833.78	22.23	850.45	22.68
Flight Dispatcher	1st 52 weeks	1043.14	27.82	1064.01	28.37	1085.29	28.94
	2nd 52 weeks	1105.52	29.48	1127.63	30.07	1150.18	30.67
	3rd 52 weeks	1179.62	31.46	1203.21	32.09	1227.28	32.73
	4th 52 weeks	1238.60	33.03	1263.38	33.69	1288.64	34.36
	5th 52 weeks	1300.54	34.68	1326.55	35.37	1353.08	36.08
	6th 52 weeks	1365.56	36.41	1392.87	37.14	1420.73	37.89
	7th 52 weeks	1433.84	38.24	1462.51	39.00	1491.76	39.78
	8th 52 weeks	1532.63	40.87	1563.29	41.69	1594.55	42.52
	9th 52 weeks	1580.12	42.14	1611.72	42.98	1643.96	43.84
	10th 52 weeks	1719.69	45.86	1754.08	46.78	1789.16	47.71
	11th 52 weeks	1772.95	47.28	1808.41	48.22	1844.58	49.19
	12th 52 weeks	1924.12	51.31	1962.60	52.34	2001.85	53.38
Chief Duty Dispatcher	1st 52 weeks	1147.46	30.60	1170.41	31.21	1193.81	31.84
	2nd 52 weeks	1216.07	32.43	1240.39	33.08	1265.20	33.74
	3rd 52 weeks	1297.58	34.60	1323.53	35.29	1350.00	36.00
	4th 52 weeks	1362.47	36.33	1389.72	37.06	1417.51	37.80
	5th 52 weeks	1430.60	38.15	1459.21	38.91	1488.39	39.69
	6th 52 weeks	1502.09	40.06	1532.13	40.86	1562.77	41.67
	7th 52 weeks	1577.21	42.06	1608.76	42.90	1640.93	43.76
	8th 52 weeks	1685.90	44.96	1719.62	45.86	1754.01	46.77
	9th 52 weeks	1738.13	46.35	1772.90	47.28	1808.35	48.22
	10th 52 weeks	1891.66	50.44	1929.49	51.45	1968.08	52.48
	11th 52 weeks	1950.25	52.01	1989.26	53.05	2029.04	54.11
	12th 52 weeks	2116.53	56.44	2158.86	57.57	2202.04	58.72
Chief Flight Dispatcher	1st 52 weeks	1199.62	31.99	1223.61	32.63	1248.08	33.28
	2nd 52 weeks	1271.34	33.90	1296.77	34.58	1322.70	35.27
	3rd 52 weeks	1356.56	36.18	1383.69	36.90	1411.37	37.64
	4th 52 weeks	1424.39	37.98	1452.88	38.74	1481.94	39.52
	5th 52 weeks	1495.62	39.88	1525.54	40.68	1556.05	41.49
	6th 52 weeks	1570.39	41.88	1601.80	42.71	1633.83	43.57
	7th 52 weeks	1648.90	43.97	1681.88	44.85	1715.52	45.75
	8th 52 weeks	1762.53	47.00	1797.78	47.94	1833.74	48.90
	9th 52 weeks	1817.14	48.46	1853.48	49.43	1890.55	50.41
	10th 52 weeks	1977.63	52.74	2017.19	53.79	2057.53	54.87
	11th 52 weeks	2038.89	54.37	2079.67	55.46	2121.27	56.57
	12th 52 weeks	2212.74	59.01	2256.99	60.19	2302.13	61.39



The following are the rates of pay for Dispatchers in Training, Dispatchers, Chief Duty Dispatchers and Chief Flight Dispatchers hired after the date of ratification of the **2025-2028** Collective Agreement. The effective date of pay increases in the various steps listed below will be the first day of the bi-weekly pay period following completion of the required number of weeks in the previous step.

Position	LENTH OF SERVICE	MARCH 1 2025		MARCH 1 2026		MARCH 1 2027	
		WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE	WEEKLY RATE	HOURLY RATE
Flight Dispatcher in Training	All	817.43	21.80	833.78	22.23	850.45	22.68
Domestic Flight Dispatcher	1st 52 weeks	1043.14	27.82	1064.01	28.37	1085.29	28.94
	2nd 52 weeks	1105.52	29.48	1127.63	30.07	1150.18	30.67
	3rd 52 weeks	1179.62	31.46	1203.21	32.09	1227.28	32.73
	4th 52 weeks	1238.60	33.03	1263.38	33.69	1288.64	34.36
	5th 52 weeks	1300.54	34.68	1326.55	35.37	1353.08	36.08
	6th 52 weeks	1365.56	36.41	1392.87	37.14	1420.73	37.89
	7th 52 weeks	1433.84	38.24	1462.51	39.00	1491.76	39.78
	8th 52 weeks	1532.63	40.87	1563.29	41.69	1594.55	42.52
International Flight Dispatcher	1st 52 weeks	1043.14	27.82	1064.01	28.37	1085.29	28.94
	2nd 52 weeks	1105.52	29.48	1127.63	30.07	1150.18	30.67
	3rd 52 weeks	1179.62	31.46	1203.21	32.09	1227.28	32.73
	4th 52 weeks	1238.60	33.03	1263.38	33.69	1288.64	34.36
	5th 52 weeks	1300.54	34.68	1326.55	35.37	1353.08	36.08
	6th 52 weeks	1365.56	36.41	1392.87	37.14	1420.73	37.89
	7th 52 weeks	1433.84	38.24	1462.51	39.00	1491.76	39.78
	8th 52 weeks	1532.63	40.87	1563.29	41.69	1594.55	42.52
	9th 52 weeks	1580.12	42.14	1611.72	42.98	1643.96	43.84
	10th 52 weeks	1719.69	45.86	1754.08	46.78	1789.16	47.71
	11th 52 weeks	1772.95	47.28	1808.41	48.22	1844.58	49.19
	12th 52 weeks	1924.12	51.31	1962.60	52.34	2001.85	53.38
Chief Duty Dispatcher	1st 52 weeks	1147.46	30.60	1170.41	31.21	1193.81	31.84
	2nd 52 weeks	1216.07	32.43	1240.39	33.08	1265.20	33.74
	3rd 52 weeks	1297.58	34.60	1323.53	35.29	1350.00	36.00
	4th 52 weeks	1362.47	36.33	1389.72	37.06	1417.51	37.80
	5th 52 weeks	1430.60	38.15	1459.21	38.91	1488.39	39.69
	6th 52 weeks	1502.09	40.06	1532.13	40.86	1562.77	41.67
	7th 52 weeks	1577.21	42.06	1608.76	42.90	1640.93	43.76
	8th 52 weeks	1685.90	44.96	1719.62	45.86	1754.01	46.77
	9th 52 weeks	1738.13	46.35	1772.90	47.28	1808.35	48.22
	10th 52 weeks	1891.66	50.44	1929.49	51.45	1968.08	52.48
	11th 52 weeks	1950.25	52.01	1989.26	53.05	2029.04	54.11
	12th 52 weeks	2116.53	56.44	2158.86	57.57	2202.04	58.72
Chief Flight Dispatcher	1st 52 weeks	1199.62	31.99	1223.61	32.63	1248.08	33.28
	2nd 52 weeks	1271.34	33.90	1296.77	34.58	1322.70	35.27
	3rd 52 weeks	1356.56	36.18	1383.69	36.90	1411.37	37.64
	4th 52 weeks	1424.39	37.98	1452.88	38.74	1481.94	39.52
	5th 52 weeks	1495.62	39.88	1525.54	40.68	1556.05	41.49
	6th 52 weeks	1570.39	41.88	1601.80	42.71	1633.83	43.57
	7th 52 weeks	1648.90	43.97	1681.88	44.85	1715.52	45.75
	8th 52 weeks	1762.53	47.00	1797.78	47.94	1833.74	48.90
	9th 52 weeks	1817.14	48.46	1853.48	49.43	1890.55	50.41
	10th 52 weeks	1977.63	52.74	2017.19	53.79	2057.53	54.87
	11th 52 weeks	2038.89	54.37	2079.67	55.46	2121.27	56.57
	12th 52 weeks	2212.74	59.01	2256.99	60.19	2302.13	61.39