



Key Facts About the Arbitrator's Decisions on Air Canada Negotiations.

Your leadership team is committed to ensuring you have the most recent developments in our bargaining process with Air Canada. IAMAW District 140 and Air Canada successfully concluded the latest round of negotiations, including the final re-opener, within the specified parameters outlined in APPENDIX XXXIV of the current Collective Agreement.

Following numerous in-person bargaining sessions, The Arbitrator declared an impasse, initiating interest arbitration as prescribed in the Appendix. Throughout several days in November, our legal counsel, working closely with the District Lodge 140 Negotiation Committee, presented our concerns during the arbitration proceedings.

On Dec. 29, 2023, the Arbitrator reached a decision and issued his award. To help you understand the various decisions made during this process, we have prepared a fact sheet outlining the key aspects of the Arbitrator's rulings.

MEPP Contribution Changes:

U1a: Contribution increase at Service Milestones

- The arbitrator declined IAMAW District Lodge 140's proposal, citing comparable or superior MEPP Plan contribution levels and a lack of demonstrated need.

U1b: Inclusion of Overtime in MEPP

- The decision favoured IAMAW District Lodge 140's proposal, allowing for a more flexible approach to pension contributions, enhancing security, and fostering a more favourable pension for IAMAW members.

Regional Shop Committee Composition:

U12: Article 19.03 outlines the Regional Shop Committee Composition

- The arbitrator awarded IAMAW District Lodge 140's proposal, recognizing the need for an adjustment in the ratio of Union representation at Dorval and Winnipeg, ensuring fair and equal opportunities for participation.

Effect of Discipline on Transfers and Promotions:

U15a: Specifies the effect of Discipline on Transfers and Promotions

- The arbitrator declined to alter the longstanding practice concerning lateral transfers, citing historical use and principles applicable to interest arbitration.

Effect of Absences on Transfers and Promotions:

U15b: Outlines the effect of Absences on Transfers and Promotions

- Aligned with U15a, IAMAW District Lodge 140's proposal was not awarded, considering the Employer's policy compliance with human rights obligations and Collective Agreement language.

U15c: Article 16.12.07 defines the Vacancy Posting Period

- Considering the HR Connex online system's flexibility for employees throughout the year, IAMAW District Lodge 140's proposal on the Vacancy Posting Period was declined.



Notification of Changes to Shift Schedules:

U16: Article 10.01.03.01 and 10.01.03.01.04– Notification of Changes to Shift Schedules

- The arbitrator declined IAMAW District Lodge 140's proposal, recognizing the operational challenges and emphasizing the need for flexibility in responding to unforeseen events in the airline industry.

Conditional Recall:

U25: MOA – Conditional Recall

- The arbitrator acknowledged the mutual need for a conditional recall, directing the modification of conditional letters of recall to eliminate confusion while maintaining the essential purpose of timely position filling.

Active Memoranda of a National Scope:

U26: Addresses Active Memoranda of a National Scope

- A joint committee was awarded to review outstanding Memoranda, deciding on their status and continued application within twelve months from the date of the Award.

Off-Duty Status Limits:

U27: Article 20.14.02 – Sets Off Duty Status Limits

- IAMAW District Lodge 140's proposal was not awarded, as a demonstrated need was not established, and the rarely-used clause provides flexibility to the Employer.

Relief Shift Schedules:

U17: Article 10.06 – Defines Relief Shift Schedules

- IAMAW District Lodge 140's proposal was declined, considering the need for flexibility in covering shorter-term needs and the potential challenges of mandating relief shifts to mirror operational lines.

Traded Shift Ownership and Partial Shift Trades:

UA3: Article 20.22 – Covers Traded Shift Ownership and Partial Shift Trades

- The arbitrator awarded IAMAW District Lodge 140's proposal, recognizing the demonstrated need for change and the potential for unauthorized absenteeism under the existing practice. However, partial shift trades were not awarded to the IAM.

Air Canada Proposals:

C1 (Compression Levels) Memorandum of Agreement No. 12 – Shift Schedules:

- The arbitrator declined Air Canada's proposal, stating a lack of demonstrated need and questioning the historical negotiation of compression levels without considering flight patterns.

Sick Part Shift:

- Air Canada's proposal was not awarded, as a demonstrated need was not established, and the change was deemed unlikely to have been achieved in bargaining.

Technical Services:

- The arbitrator granted Air Canada's proposal with the "E" license to "M2" license bridging course and competitive wage increases for most technical service employees. He did not award Air Canada's proposal for part-time tech employees.

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