

IN THE MATTER OF AN ARBITRATION

B E T W E E N

AIR CANADA

-and-

AVEOS

-and-

IAMAW

Re: Transition

MARTIN TEPLITSKY, Q.C.
Arbitrator

APPEARANCES:

On behalf of Air Canada: John Beveridge
 Mike Bissonnette
 Denis Boucher

On behalf of AVEOS: Frank Szemenyei
 Pascal Rochefort

On behalf of IAMAW: Chuck Atkinson
 Gary Sinclair
 Fred Hospes
 Georges Bujold
 John Bialowas
 Jean Poirier

Hearing held on Friday, February 11, 2011

The parties submitted lists of outstanding transition issues. At our February 11, 2011 meeting, a number of these items were discussed and agreed.

1. The first matter raised by the Union concerned the protocol for release of written information to employees. After some discussion, the parties agreed that prior to written information on transition being provided to employees, all parties will agree on the content or an Award by me. The turn around time to respond to written proposals by any party is 48 hours. For the Aveos unit, Fred Hospes is the point person. For the Air Canada Unit, Gary Sinclair is the point person. For clerical units, John Bialowas is the point person.
2. The parties agreed to meet in Montreal the week of February 14, 2011 to begin resolution of transition issues for the clerical unit. Laurie Ferguson Marsh will attend as a consultant. The Committee will consist of:
 - Denis Boucher
 - Frank Szemenyei
 - John Bialowas
 - Ron McKelvie
 - Frances Pion
 - Rhonda MacLachlan
3. The parties have invited and agreed that Bruce Light will act as facilitator at meetings. The parties have scheduled meetings over the next few weeks.
4. Until further discussion the parties recognize that transition issues are to be dealt with, at the scheduled meetings, rather than at individual meetings.

5. Item 13. This item is now agreed to subject to the following matters:

- (a) mistakes raised within the 14-day period shall be corrected.
- (b) mistakes raised after 14 days will be discussed by the transition committee where decision will be final. However, once the selection transition committee has completed its work, no requests for changes due to mistakes will be considered.
- (c) The profile Box will be locked out. Any proposed changes can be requested by e-mail.
- (d) A second security pop-up will be installed when an employee clicks on Transition Selection form.
- (e) Each Employee will receive e-mail confirmation with a copy to the Union and the employer.
- (f) The employee can print a copy of the form. There is no need for a “wet” copy.

6. Item 5 – Re Article 16.18.01(a)

The Seniority List shall be posted February 15, 2011. The 20-day correction period will run from that date. These changes are necessary because of transition. I remain seized if the number of corrections substantially exceeds prior years.

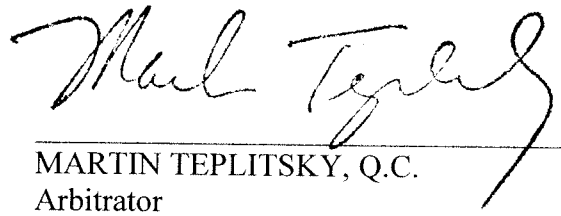
7. Item 9 – the employers shall meet and advise the union of number of layoffs by February 24, 2011. Mr. Light will facilitate.

8. Employee Movement

The parties are to consult on February 14, 2011, to discuss, following which they will report to me.

I remain seized.

DATED the 14th day of February, 2011


MARTIN TEPLITSKY, Q.C.
Arbitrator