

**As per Point 9 of Appendix A of the Signed MOA on June 8<sup>th</sup> 2009:  
Agreed Wording**

**ITEM 9**  
***Payment of medical Notes***

**Appendix XXVII will read as follows:**

Mr. M. Ambler  
General Chairman  
IAMAW – District Lodge 140  
Calgary, Alberta  
T1Y 5E4

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**Subject: Payment of Doctors' Notes**

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Dear Mr. Ambler,

This is to confirm our discussion with regard to the criteria for the reimbursement of doctors' notes for short-term absences. The parties agree that, when requested by the Company, the doctor's note must be sufficient to substantiate the legitimacy of the absence. Therefore, the Company will only pay for such doctor notes that confirm the employee's inability to perform his or her duties during the period of the absence.

The Company will reimburse the normal and customary charges for such notes.

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Denis Boucher  
Manager Labour Relations, Air Canada