

**IN THE MATTER OF AN ARBITRATION
BETWEEN:**

AIR CANADA

("Air Canada")

and

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

("Union")

AND IN THE MATTER OF GENERAL GRIEVANCE W16666

Stephen Raymond

Arbitrator

A hearing was held on March 25, 2015.

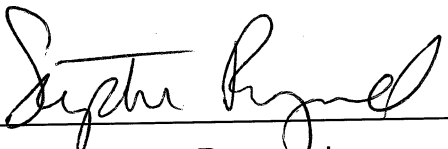
INTERIM AWARD

The hearing of this grievance is adjourned until April 22 and 24, 2015.

In the interim, the following process will be implemented to address the Union's concerns about the application of the 520-hour and 260-hour cap on donated shifts (the "cap"). Air Canada will provide the Union shop committees with the MCD and MCR balance list for TMOS employees generated each Monday by Corporate Resources and the MCD and MCR totals will be visible to employees on ESS. Air Canada and the Union will jointly review the circumstances of any employee who has or is about to reach the cap and requests a review on the basis of serious hardship. In the event of a dispute between Air Canada and the Union over the appropriate treatment of the affected employee, the Union may refer the matter to me for determination of any interim relief.

For greater certainty, the process set out above is in effect until the determination of this grievance only.

Dated at Toronto, this 26th day of March, 2015.



Stephen Raymond