

**MEMORANDUM OF AGREEMENT NO. 12 -  
Shift Schedules**

The parties agree that Articles 10.01.03.01, 10.01.03.01.01, 10.01.03.01.02, 10.01.03.01.03 and 10.01.03.01.04 as well as the NOTES in Article 10.01.02 will be inoperative during the life of this MOA and that the shift-scheduling provisions of this MOA will apply.

The shift-scheduling provisions of this MOA apply to employees in airports and cargo but not training instructors, gate planners, BCC/BCR, GSE and weight & balance.

This MOA will be automatically renewed annually at all locations unless written notice is provided of withdrawal at any location. Written notification shall be provided no later than November 1 for the following calendar year and withdrawal shall be effective with the first full work schedule change of the following calendar year. If the union withdraws, Article 10 will apply to that work location and all employees at that work location will forfeit 3 General Holiday days and their Shift Premiums for the full calendar year.

A. The following shift patterns may be used by the Company in the development of work schedules.

<b>Shift Pattern (Includes equivalent time off)</b>	<b>Shift Duration (Includes paid Meal Period)</b>
a) 4 days on / 3 days off	= 9 hours and 20 minutes
b) 4 days on / 4 days off	= 10 hours and 40 minutes
c) 6 days on / 3 days off	= 8 hours
d) 4 days on / 2 days off	= 8 hours
<b>(Includes Paid Stats)</b>	<b>(Includes Paid Meal Period)</b>
a) 4 days on / 3 days off	= 10 hours
b) 4 days on / 4 days off	= 11 hours and 25 minutes
c) 6 days on / 3 days off	= 8.5 hours
d) 4 days on / 2 days off	= 8.5 hours
e) 5 days on / 2 days off	= 8 hours

B. Compression levels in Airport and Cargo locations will be based on historical averages of 2011 for LSA, FT SA, FT CSA, LCSCA, and FT CSCA. The charts in Addendum to MOA #12 identify the applicable compression levels to be utilized.

**NOTE 1:** The Company may develop the work schedule plus or minus 2% of the 4x4 shift pattern, and plus or minus 2% of the 4x3 shift pattern.

**NOTE 2:** The shift patterns and corresponding ratios will be utilized unless changes are mutually agreed to by the Company and the Union at the District (HQ) Level.

A. On an annual basis, the Local Shop committee will provide the Company with the employees' preferences for the distribution of the shift patterns by time of day (i.e. AM and PM), and preferences of shift patterns scheduled to various functions. The

company will take these preferences into consideration in developing work schedules that meet operational requirements.

- B. The work schedule developed by the Company will be provided to the Work Schedule Review Committee (WSRC). The composition of the WSRC and the timeframe for the Work Schedule Review process will be based on the number of active employees at the applicable Airport or Cargo location for which the work schedule is being developed as follows:
- 1) 700 or more active employees – 4 union representatives will be provided three (3) calendar days;
  - 2) 400 to 699 active employees – 2 union representatives will be provided three (3) calendar days;
  - 3) 61 to 399 active employees – 2 union representatives will be provided two (2) calendar days;
  - 4) Up to 60 active employees – 2 union representatives will be provided one (1) four (4) hour day.
- C. At the commencement of the WSRC process, the Company will present details of the developed work schedule to the WSRC. The details will include the number of bid lines (operational and relief) and the number of employees eligible to bid a work schedule. Following the presentation of the details of the work schedule, the WSRC may suggest start time adjustments to the work schedule that are no greater than 30 minutes and do not impact operational requirements, coverage, cost, and manageability. If the Company does not accept the proposed adjustments, the WSRC process will commence as scheduled utilizing the shift schedule as presented by the Company. If the WSRC fails to complete the work schedule review process within the deadlines set out above, then the Company will implement its work schedule.
- D. The Company commits to maintaining the same methodology of scheduling of relief requirement that it has historically utilized.

For Air Canada

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John Beveridge  
Director, Labour Relations

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Andrea Zaffaroni  
Manager, Labour Relations

For Transportation District 140

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Ken Russell  
IAMAW Bargaining Chairperson

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Keith Aiken  
IAMAW Bargaining Chairperson