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Aircraft Maintenance Engineer

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	2810.00	16.21	2894.00	16.70	2981.00	17.20
2 nd 6 mo.	2898.00	16.72	2985.00	17.22	3075.00	17.74
2 nd year	3076.00	17.75	3168.00	18.28	3263.00	18.83
3 rd year	3319.00	19.15	3419.00	19.73	3522.00	20.32
4 th year	3482.00	20.09	3586.00	20.69	3694.00	21.31
5 th year	3669.00	21.17	3779.00	21.80	3892.00	22.45

Junior Engineer

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	2703.00	15.59	2784.00	16.06	2868.00	16.55
2 nd 6 mo.	2791.00	16.10	2875.00	16.59	2961.00	17.08
2 nd year	2969.00	17.13	3058.00	17.64	3150.00	18.17
3 rd year	3209.00	18.51	3305.00	19.07	3404.00	19.64
4 th year	3374.00	19.47	3475.00	20.05	3579.00	20.65
5 th year	3558.00	20.53	3665.00	21.14	3775.00	21.78

Apprentice Engineer

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 13 wks	1847.00	10.66	1902.00	10.97	1959.00	11.30
2 nd 13 wks	1925.00	11.11	1983.00	11.44	2042.00	11.78
3 rd 13 wks	2036.00	11.75	2097.00	12.10	2160.00	12.46
4 th 13 wks	2170.00	12.52	2235.00	12.89	2302.00	13.28
5 th 13 wks	2333.00	13.46	2403.00	13.86	2475.00	14.28

Vehicle Mechanic

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	2366.00	13.65	2437.00	14.06	2510.00	14.48
2 nd 6 mo.	2462.00	14.20	2536.00	14.63	2612.00	15.07
2 nd year	2637.00	15.21	2716.00	15.67	2797.00	16.14
3 rd year	2840.00	16.38	2925.00	16.88	3013.00	17.38
4 th year	3045.00	17.57	3136.00	18.09	3230.00	18.63
5 th year	3248.00	18.74	3345.00	19.30	3445.00	19.88

Storeperson

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	1616.00	9.32	1664.00	9.60	1714.00	9.89
2 nd 6 mo.	1761.00	10.16	1814.00	10.47	1868.00	10.78
2 nd year	1966.00	11.34	2025.00	11.68	2086.00	12.03
3 rd year	2038.00	11.76	2099.00	12.11	2162.00	12.47
4 th year	2299.00	13.26	2368.00	13.66	2439.00	14.07
5 th year	2469.00	14.24	2543.00	14.67	2619.00	15.11

Delivery Agent

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	1578.00	9.10	1625.00	9.38	1674.00	9.66
2 nd 6 mo.	1674.00	9.66	1724.00	9.95	1776.00	10.25
2 nd year	1825.00	10.53	1880.00	10.85	1936.00	11.17
3 rd year	2027.00	11.69	2088.00	12.05	2151.00	12.41
4 th year	2231.00	12.87	2298.00	13.26	2367.00	13.66

Ramp Attendant - Aircraft Cleaner

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	1491.00	8.60	1536.00	8.86	1582.00	9.13
2 nd 6 mo.	1612.00	9.30	1660.00	9.58	1710.00	9.87
2 nd year	1793.00	10.34	1847.00	10.66	1902.00	10.97
3 rd year	1993.00	11.50	2053.00	11.84	2115.00	12.20
4 th year	2184.00	12.60	2250.00	12.98	2318.00	13.37
5 th year	2293.00	13.23	2362.00	13.63	2433.00	14.04

Mini-STOC Coordinator

	Effective July 1, 1996		Effective July 1, 1997		Effective July 1, 1998	
	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent	Monthly Rate	Hourly Equivalent
1 st 6 mo.	1991.00	11.49	2051.00	11.83	2113.00	12.19
2 nd 6 mo.	2090.00	12.06	2153.00	12.42	2218.00	12.80
2 nd year	2192.00	12.65	2258.00	13.03	2326.00	13.42
3 rd year	2388.00	13.78	2460.00	14.19	2534.00	14.62
4 th year	2584.00	14.91	2662.00	15.36	2742.00	15.82
5 th year	2783.00	16.06	2866.00	16.53	2952.00	17.03

APPENDIX 4 - CONTRACTED OUT WORK AS OF MAY 18, 1994

	Customer Sales & Service	Mini-STOC Coordinators	Ground Handling	Maintenance	Vehicle Maintenance	Aircraft Cleaner	Commissary
YYZ	X		X	*	X		X
YTZ		X			X		
YQT	X	X	X	*	X	X	X
YOW	X	X	X		X	X	X
YUL	X	X	X	X	X	X	X
YTS		X	X	X	X	X	X
YYB		X	X	X	X	X	X
YXU		X					
YAM		X	X	X	X	X	X
YSB		X	X	X	X	X	X
YQG		X	X	X	X	X	X
YWG	X	X	X	X	X	X	X
YZR		X	X	X	X	X	X

x-work currently contracted out or not performed.

* - Some work being contracted out at bases where there are covered employees.

NB - Aircraft maintenance in bases marked is sometimes performed by an employee from another base.

US Stations-excluded from chart.

APPENDIX 5 - LIGHT GROOMING FOR THE PURPOSES OF ARTICLE 4.04.NOTE 1

TASK	REQUIRED	UPON REQUEST
Clear flight deck of debris and remove garbage	X	
Clean flight deck windows, outside & inside	X (Overnighting aircraft only)	X
Empty galley garbage bin and replace bag. Rinse bin if required.	X	
Wipe down galley surfaces with disinfectant cleaner	X (Overnighting aircraft only)	X
Empty galley ice drawer & rinse	X (Overnighting aircraft only)	X
Clean galley floors, ceiling & sidewalls of splatters if necessary	X (Overnighting aircraft only)	X
Remove debris from cabin floor	X	
Wipe down seat trays (including stowed seat trays) with disinfectant cleaner	X (Overnighting aircraft only)	X
Pickup and stow newspapers magazines	X	
Pickup and stow pillows & blankets	X	
Clean cabin ceiling, overhead bins, windows & sidewalls of splatters if necessary	X (Overnighting aircraft only)	X
Brush off passenger seats and replace soiled seat covers	X (Overnighting aircraft only)	X
Crossing seat belts	X	

TASK	REQUIRED	UPON REQUEST
Wipe down and restocking of lavatory	X (Overnighting aircraft only)	X
Clear debris from lavatory and remove garbage	X (Overnighting aircraft only)	X
Tidy wardrobe and remove stowed garbage	X	✓
Replenish seat pocket literature	X (Overnighting aircraft only)	
Motion sickness clean-up		X

It is understood that completion of the tasks described will be subject to there being sufficient time, staff, supplies and equipment. If necessary, the Lead Ramp Attendant will prioritize the duties to be performed.

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