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AGREEMENT NO. 9

Between



and

The Air Line Pilots in the Service of

Air Ontario Inc.

as represented by



THE CANADIAN AIR LINE PILOTS ASSOCIATION

Effective November 16, 1990

JUL 24 1992

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PREAMBLE

This Agreement is made and entered into by and between Air Ontario Inc., hereinafter referred to as the Company, and the Pilots in the employ of Air Ontario Inc., as represented by the Canadian Air Line Pilots Association, hereinafter referred to as the Association.

In making this Agreement, the parties hereto **recognize** the objectives of promoting the Safety, Continuity, Growth and orderly Administration of Air Transportation generally, and of the Company particularly. The parties also **recognize** that compliance with the terms of this Agreement and the development of a spirit of cooperation are essential for mutual benefit and **in** the public interest and for the interest and purpose of **this** Agreement

The parties agree that it is the function of the Company to manage its affairs in all respects that are not inconsistent with any provisions of this **Agreement**.

The parties agree that there **shall** be no strike and no lockout, unless the **requirements** of the Canada Labour Code have been met.

SECTION 1

GENERAL P R O V I S I O N S

1.1 RECOGNITION

1.1.1 In accordance with the ~~certification issued May 14, 1991 by the Canada Labour Relations Board~~, or as may be amended, the Company **recognizes the Canadian Air Line Pilots Association as the sole bargaining agent** for the pilots in the employ of the Company; to represent them, and on their behalf to negotiate and conclude an agreement with the Company as to the hours of labour, wages and other employment conditions.

1.1.2 Except as otherwise **agreed**, this Agreement shall not cover the **Vice-President Flight Operations, Director of Flight Operations, Chief Pilots and pilots above those ranks**, or as may be amended by the **C.L.R.B.**

1.2 APPLICATION

1.2.1 All flying by the Company of any flights, passenger or cargo, including extra sections, charters, **ferry** flights, and all **flights** to which the Company is **the carrier** as well as those listed in any **published** passenger or cargo **schedule** whether **by the Company's own aircraft** or other **aircraft**, chartered, leased (wet or dry) by the Company, **shall be flown** by Pilot(s) whose name(s) appear on the Pilot Seniority List. (Provided that by mutual agreement wet leases may be arranged.)

1.3 CORPORATE REORGANIZATION

1.3.1 This Agreement **shall be** binding on the Association and the Company, its heirs, **successors** or assigns **respectively**. Subject to the Canada Labour **Code**, in **the event** of the merges, sale, acquisition, or absorption of the Company with **another** Airline Operator, the Company undertakes to meet with the Association **irrespective** of Section 29 (Duration) and to enter into negotiations for the purpose of revising the Collective Agreement in accordance with the **Canada Labour Code**. This Agreement **shall** remain in full force and effect until revised in accordance with this Section or **the** law.

1.4 PILOT'S PROFESSIONAL FLYING

1.4.1 This Agreement contemplates that pilots shall devote their entire professional flying service to the Company, unless Company approval is otherwise **granted**.

SECTION 1 - GENERAL SCOPE (Continued)

1.5 ISSUANCE OF AGREEMENT

- 1.5.1 The Company shall, no later than sixty (60) calendar days after signing the **Agreement, distribute** the printed Agreement to the Pilots. **All** Costs for printing and new bidets shall be shared equally between the Company and the Association.
- 1.5.2 A summary of **changes** to the Agreement, **including** the **Scheduling Rules**, will **be** given to the Crew Scheduling **Department** for their implementation.
- 1.5.3 The Company **agrees** to distribute all **current** Letters of Understanding to **all** pilots on a one time **basis concurrent** with **Section 1.5.1, and thereafter** to distribute any new **Letters of Understanding** to **all** pilots **within thirty (30)** calendar days after their **respective signing dates**.
- 1.5.4 The agreed upon format shall **be** double-side **printed 5-1/2" X 8-1/2"** pages punched for a three ring binder appropriate to size.

1.6 GENDER

- 1.6.1 It is understood that any **references** contained within this Agreement to the masculine gender shall also **pertain** to the **feminine** gender. Any references **in** the singular shall also pertain to the **plural** where appropriate.

SECTION 2

DEFINITIONS

- 2.1.1 Base shall mean a specific airport, designated by the Company and indicated on the Pilots' Seniority **List**, from which a pilot or group of pilots operate scheduled or non-scheduled flights (Example **CYYZ**).
- 2.1.2 Bid Award **shall** mean written notice of change or **confirmation** of permanent assignment given to a pilot from the Company. **The** Bid Award must contain an Effective Date.
- 2.1.3 **Blockholder shall** mean a pilot who currently holds a full flying block.
- 2.1.4 Bump shall mean the mechanism whereby a pilot may **exercise** his seniority to displace a more junior pilot from his permanent assignment.
- 2.1.5 Calendar Day is considered to be a twenty-four (**24**) hour period from midnight to midnight.
- 2.1.6 Captain **means** the pilot member of the flight crew **first** in command of the flight and who is responsible for the manipulation of, or who manipulates, the **flight controls** of an aircraft while underway, **including** take-off and landing of such aircraft, and who is properly qualified and designated by the Company to serve as, and holds **currently** effective Ministry of Transport Certificates authorising him to **serve** as **such** Captain. When two or more Captains are designated on the same **crew** on a **Company-**operated aircraft, the pilot most senior on the Pilots' Company Seniority List **shall** be in command of **the aircraft**. Supervisory Pilots in the conduct of **supervisory duties shall** be exempt from this provision.
- 2.1.7 Charter Flying shall mean any revenue flying or special assignments, excluding extra sections, not listed **in** any **published** passenger or cargo schedule.
- 2.1.8 Check-in shall mean the time when a pilot's on duty period commences.
- 2.1.9 Company for the purpose of this Agreement, shall **mean** Air Ontario Inc. and any subsidiary of Air Ontario Inc.
- 2.1.10 Day is considered to be any consecutive twenty-four (**24**) hour period.

SECTION 2 -DEFINITIONS (Continued)

- 2.1.11 **Day Off** shall mean a Calendar day on which the pilot is not scheduled for duty of any nature.
- 2.1.12 **Displacement** shall mean the removal of a pilot by the Company from any flight(s) to which he has **been** assigned so that the work which was to have been performed by the **displaced** pilot may be performed by another pilot.
- 2.1.13 **Domicile** shall mean that **place** at which a pilot or group of pilots reside.
- 2.1.14 **Draft** shall mean the assignment of a pilot to any duty on a day **which** he was not originally scheduled for duty. A draft cannot take **place** on a day on **which** a pilot is **scheduled** for duty unless two duty periods are assigned, in which case the **first** duty period would be a m-assignment and the **second** duty period would be a **draft**.
- 2.1.15 Duty Period means the elapsed time from required report, or **actual** reporting **time**, whichever is earlier, to time of release.
- 2.1.16 **Effective Date** shall mean the date on which a pilot is projected to begin duties in a new permanent assignment as **awarded** via a Bid A **ward**.
- 2.1.17 Equipment **Status** shall mean the type of equipment to **which** a Captain or First **Officer** is permanently assigned.
- 2.1.18 First **Officer** means the pilot member of the flight crew who is second in command of the flight, and any part of whose duty is to assist or relieve the **Captain** in the manipulation of the flight controls of an aircraft while underway, including takeoff and **landing** of such aircraft, and who is properly **qualified** to serve **as and** holds **currently** effective Ministry of Transport Certificates **authorizing** hi to serve as such First **Officer**.
- 2.1.19 Flight Time as used herein shall **mean** the elapsed time between first movement of the aircraft from the gate., until the **final** movement onto any gate or parking location, or the **scheduled** flight time, whichever is the greater. **This** time **will** include any **pushback** or tow-in. At airports where pilots are scheduled to taxi an **aircraft** to reposition from gate to gate, the Company will establish and publish an average taxi time that will be added to the pilot's flight credits.

SECTION 2 -DEFINITIONS (Continued)

- 2.1.20 Flying Block shall mean a monthly schedule of flight duty periods (including training, vacation days, statutory holidays, moving days, known releases and all other applicable credits) and days off constructed for a pilot from his bid.
- 2.1.21 **Full** Flying Block shall mean a flying block having an **hourly** total between seventy-five point zero (**75.00**) and eighty-five point zero (**85.00**) hours credited flight time. The Company shall specify **the** block average for each category of permanent assignment within a seventy-seven point five (**77.50**) to eighty-two point five (**82.50**) hour window.
- 2.1.22 **Length** of Service shall mean the period **that** an employee is carried on the Company's payroll and receives remuneration as a pilot.
- 2.1.23 Management **Pilots** shall **mean** those pilots that are excluded **from** the bargaining unit as per Section **1.1.2**.
- 2.1.24 Month shall **mean** a complete calendar month. For **the** purposes of flight and duty time **limitatons** January shall **be considered** from January **1st** to January **30th** inclusive, February shall be considered **from** January **31st** to **March 1st** inclusive, and March shall be from March **2nd** to March **31st** inclusive to make the **first** three months **30** days each.
- 2.1.25 MOT shall mean Canadian Ministry of Transport
- 2.1.26 Multi-day **Pairing** shall **mean** a **pre-arranged** grouping of **two** or more pairings interrupted by rest period(s) away from home base.
- 2.1.27 Open Flying shall mean any flying not shown in **the** full flying blocks as well as any unscheduled flying arising during the bid period.
- 2.1.28 Over-Projection shall **mean** the situation that exists when a pilot's actual flight time credits **plus** his projected flight time credits for a month exceed the monthly maximum as provided for in Section **4.1.1**.
- 2.1.29 Pairing shall mean a **pre-arranged** schedule of flights constituting one complete duty period.
- 2.1.30 Permanent Assignment shall mean the position held by a pilot in regard to Base, Equipment and Status. A change in any or all of the preceding shall constitute a change in a pilot's Permanent Assignment.
- 2.1.31 Pilot means Captain and First Officer as defined herein.

SECTION 2 - DEFINITIONS (Continued)

- 2.1.44** Supervisory Pilots shall mean those pilots whose names are on the Pilot Seniority **List** and who hold Check Pilot "A" Authority, Check Pilot "**B**" Authority, Training **Instructor** or Simulator Instructor positions as designated by the Company.
- 2.1.45** Temporary Assignment shall mean a pilot position in regard to Base, Equipment and Status of three (**3**) months or less duration.
- 2.1.46** Time Balancing shall mean the removal of a **pairing** or portion thereof **from** a pilot's block in order to **resolve** an over-projection.
- 2.1.47** Vacancy **means** an **unfilled** pilot position at a base.
- 2.1.48** Year means a complete calendar year.

SECTION 3 - PAY - GENERAL (Continued)

3.7.1 When a change in permanent assignment necessitates a change in rate of pay, such change shall become effective:

- 1) in the case of movement to a higher step on the Filling of Assignments Ladder,
 - effective date of the bid award
 - date of first revenue flight
 - first date of reserve block or reserve period assignment in the new permanent assignment
 - first date as a **blockholder** in the new permanent assignment

whichever occurs **first**.

Note:

If a pilot **fails** to qualify, he shall immediately **revert** to his **former** rate of **pay** until **such** time **as** he qualifies.

- 2) in the **case** of movement to a lower step on the Filling of Assignments Ladder,
 - date of first reserve block assignment in the new permanent assignment
 - first date as a **blockholder** in the new permanent assignment

whichever occurs first.

3.7.2 Notwithstanding the above, when a pilot undergoes line indoctrination prior to **assuming** his new permanent assignment, his line indoctrination will be paid at the higher hourly rate.

3.7.3 In the **event** two or more pilots undergo a change in permanent assignment at the **same** time and for reasons of convenience to the Company, the more junior pilot completes **said movement** to a higher step first, the more senior pilot(s) pay change shall commence at the earlier date. Similarly when the more junior pilot completes said movement to a lower step at a later time, the **more** senior pilot(s) pay change shall commence at the latter date.

SECTION 3 - PAY - GENERAL (Continued)

3.7.4 Captain seniority for payroll progression will accrue in conjunction with Sections 3.7.1, 3.7.2 and 3.7.3.

3.8 Any pay discrepancies under two hundred dollars (\$200.00) gross pay or expense will be paid on the next regular pay. Any discrepancies over two hundred dollars (\$200.00) will have a separate cheque issued within three (3) business days.

3.9 Rates of Pay

All pilots will receive a retroactive settlement based on 6.5% of actual wages paid from November 16, 1990 through May 31, 1991.

3.9.1 Hourly Rates

50.0
1

		Effective <u>June 01, 1991</u>	Effective <u>March 01, 1992</u>
			<u>DHC-8-300</u>
Captain	1	\$60.97	\$64.02
	2	62.32	65.44
	3	63.67	66.85
	4	65.02	68.27
	5	66.32	69.64
F/O	1	Salary	Salary
	2	38.41	40.33
	3	39.26	41.22
	4	40.11	42.12
	5	40.96	43.01
	6	41.78	43.87
			<u>DHC-8-100</u>
Captain	1	53.63	57.36
	2	54.77	58.51
	3	55.91	59.68
	4	57.06	60.87
	5	58.20	62.09
F/O	1	Salary	Salary
	2	33.16	34.82
	3	33.90	35.59
	4	34.63	36.36
	5	35.37	37.14
	6	36.08	37.88

SECTION 3 - PAY - GENERAL (Continued)

3.9.2 New Hire Pay Rates

First Officers shall be paid a salary of:

\$28,000 pa from June 01, 1991 to February 29, 1992.

\$29,400 pa from March 01, 1992 to May 31, 1993.

During the **first twelve (12) months** of service with the Company as a pilot, such pilot may be assigned, at **the** company's discretion, to any position not bid by **pilots** with more than twelve **(12)** months of service irrespective of the seniority of **other pilots** with less than **twelve** months of service with the Company as a pilot. Upon completion of twelve **months** of service a pilot may displace any pilot junior to him in accordance with his seniority.

SECTION 4 - HOURS OF SERVICE (Continued)

The minimum rest period must include the opportunity for a minimum of eight (8) hours **prone** rest

It is further provided that no four (4) **consecutive** duty periods shall be broken by any less **than** thirty (30) hours of cumulative rest.

- 4.1.12 The maximum number of operational landings in any duty period shall be **ten (10)**.
- 4.1.13 Each pilot shall be guaranteed a minimum of ten (10) scheduled days off per month at his home base free of all duty, however, for a r-e pilot this minimum shall be twelve (12). The respective minimum shall be **pro-rated** for vacation (but not for statutory holidays) or for a pilot not working a full month (i.e. fourteen (14) vacation days would reduce the minimum scheduled days off to **five (5)** for blockholders, six (6) for reserve) in addition to the vacation days).
- 4.1.14 Refuelling, loading or off-loading and the pm-flight run-up at a maintenance base, of aircraft shall not be considered as part of the regular duties of pilots, except that the Company will have the option to request pilots to run up engines, providing, however, that **thirty (30)** minutes is added to the check-in time.
- 4.1.15 There shall be no such duty as "standing reserve" either at an **airport** or rest facility. Assignment to flight duty shall be limited to assignment to a specific flight or flights.
- 4.2 For the purpose of computing flight time limitations, the flight time or the appropriate flight time credit, whichever is the greater, shall apply.
- 4.2.1 In order to provide a balance between flight and duty time, for each duty period, a pilot shall be credited with a minimum of four (4) hours flight time towards his monthly maximum or one (1) hour flight time for each two (2) hours duty time pm-rated **to** the nearest minute, whichever is greater.
- 4.2.2 In order to provide a balance **between** total trip hours and flight time, a pilot shall be credited with one (1) hour's flight time for each four (4) hours or portion thereof that he is away from home base. Such time, the total time away from base, shall begin at first check-in for **duty** prior to a layover and shall continue until released from all duty with the Company at his home base.
- 4.2.3 For the purpose of pay and flight time **limitations**, a pilot shall be credited for **cancelled** flights as if they were actually operated.

SECTION 5

SCHEDULING RULES

5.1 OBJECTIVE

- 5.1.1 The objective of the Air Ontario Pilot Scheduling Rules is to provide the best possible working conditions for the pilots at each base with due regard to seniority and consistent with the **necessary** operational requirements, efficiency and economy of flight operations. The best **way** to achieve **this objective** is to provide, wherever possible, the maximum amount of flying and the minimum amount of ground time in the pairing of **flights**.
- 5.1.2 If it is found that any of the **rules** contained herein require change, or **alternatively**, **additional** rules **should** be adopted, such changes or additions **can** be made by mutual agreement **between** the Company and the Association.
- 5.1.3 The Crew **Scheduling** function in **this** system is an extremely important one. An educational program must be ongoing to ensure that Crew **Scheduling** personnel have a complete and thorough understanding of **this** Agreement including the Scheduling Rules.
- 5.1.4 It is believed that the following of **these** guidelines, together with a continuation of the close and cooperative working relationship developed in the past between **all Flight** Operations personnel **including Supervisors, S.O.C. Dispatchers**, Crew Schedulers and the Pilots including Association Representatives, the Pilot Scheduling Committee, etc., will result in the achievement of **these** objectives for the benefit of pilots and management alike.

5.2 PILOTS SCHEDULING SYSTEM

- 5.2.1 The Air Ontario Pilots Tailored Blocking Scheduling System provides means whereby each pilot at a base will be entitled to a monthly block satisfying to the extent possible his requests in accordance with his permanent assignment and seniority. The number of pilots will be sufficient to protect the Company's operation and provide normal working conditions as provided for in the Agreement
- 5.2.2 All pilot **blockbuilders** and those pilots directly involved in the administration of the blockbuilding process shall be **scheduled** on their monthly blocks for said planned duties. They shall be credited for pay and flight **time limitation** purposes at the **rate** of four (4) hours per day of

SECTION 5 - SCHEDULING RULES (Continued)

blockbuilding duty. The daily expenses of the CALPA Scheduling Committee members shall be borne by the Company. Credits for scheduling are to be approved by the Company prior to being built into the blocks.

- 5.2.3 All known flying will be blocked, including forecast scheduled flights, extra section flying, ongoing contract charter, **confirmed** charter flying, and training sessions, as well as all known credits for other reasons such as leaves, vacations, statutory holidays, Association Releases, etc.
- 5.2.4 Once a block **has** been awarded, the credit level it establishes becomes guaranteed for pay **purposes**. Crew Scheduling will attempt to protect the **integrity** of the **block** to protect the **blockholder's working** conditions. When a blockholder loses flying time from **his** block, he shall be credited for such loss as if he had flown his block, except as provided elsewhere in **this** Agreement.
- 5.2.5 The maximum amount of flying that can be accepted by Flight Operations for blocking purposes shall be **limited** by the number of qualified line **pilots** available in **any given** month;
- 5.2.6 The Company shall provide the CALPA Scheduling Committee **with** any information consistent with the operation of the Scheduling Rules, **including** information pertaining to any excess of the limitations set forth in this Agreement.
- 5.2.7 No instruction, guide or rule concerning the scheduling of pilots will be used or made available to any employee of Air Ontario Inc. who is directly or indirectly involved in the scheduling of pilots **unless** that instruction, guide or rule is made available to the CALPA Scheduling Committee.
- 5.2.8 It shall be the responsibility of Crew Scheduling and/or Operations to keep an up-to-date record of flight credits accrued during the month by every pilot. These figures shall be readily available to each pilot.
- 5.3 PAIRING CONSTRUCTION
- 5.3.1 Pairings shall be prepared by the Company in consultation **with** the CALPA MEC Scheduling Committee. **Any** recommendations by CALPA shall be given **consideration** by the Company.

SECTION 5 - SCHEDULING RULES (Continued)

5.3.2 Pairing Sheets shall be prepared by the Company which shall include a pairing summary of all known and forecast scheduled, contract charter and extra section flying, as well as confirmed charter flying **arranged** into single and multi-day pairings as follows:

(a) Each pairing shall be numbered **in** the agreed **manner** for **bidding**, however pairings that must be operated **sequentially** (i.e. *multi-day* pairings) may have a single pairing number.

(b) **All** pairings shall include the following information:

- 1) Pairing Number
- 2) Pairing frequency showing which dates during the bid **period** the pairing will operate
- 3) **Flight** number(s) (include deadhead flights or **other** means of deadheading)
- 4) Point(s) of departure and arrival (including deadheading)
- 5) Local time(s) of departure and arrival (including deadheading)
- 6) Scheduled flight time(s) for each leg (including deadheading)
- 7) Number of landings
- 8) Local time at which duty ends
- 9) Duty time of pairing(s)
- 10) Total flight time of pairing(s) (including any deadhead credits)
- 11) Meal allowance codes i.e. **B,L,D,S**
- 12) Total time away from base

And further, if applicable:

- 13) Duty time ratio credit
- 14) Trip ratio credit
- 15) Layover elapsed time(s)
- 16) Hotel name

5.3.3.1 The Company shall issue a Bid Package **to** all pilots by the tenth (**10th**) day of each month for the next monthly bid period.

5.3.3.2 The Bid Packages shall contain not less **than** the following:

(a) two standard Bid **Sheets** of a design mutually agreed upon between the Company and the Association

SECTION 5 - SCHEDULING RULES (Continued)

- (b) all pairing sheets for the **relevant** period, unless they remain unchanged from the **preceding** bid.

5.3.3.3 The Company shall also provide the following information by the tenth (**10th**) day of each month via the Pilot Bulletin Books at each pilot base:

- (a) the names and seniority numbers of all pilots who require line indoctrination, **training and/or** check flight(s), **line checks**, ground schools, and the respective flight credits.
- (b) the names and seniority numbers **of all** pilots **taking** vacation, statutory holidays, leaves of absence, long term sick leave etc., and the respective flight credits.
- (c) a roster of projected aircraft, simulator and classroom training periods.

5.3.4.1 The Company shall issue a Scheduling Package to each designated **CALPA Blockbuilder** by the tenth (**10th**) day of each month for the next monthly bid period.

5.3.4.2 The Scheduling Package shall contain not less than the following:

- (a) a full Bid Package as per Sections **5.3.3.2** and **5.3.3.3**
- (b) any corrections or additions **to** the Pairing Sheets
- (c) any special requirements for Supervisory Pilots (i.e. availability, meetings, etc.)
- (d) any extra Reserve assignments desired by the Company, any Temporary Assignments, etc.
- (e) the total hours for the bid period including all credited time and the estimated number of blocks within each status and equipment category at the base
- (f) the **names** and seniority numbers of all pilots who are to receive carry in credits

SECTION 5 -SCHEDULING RULES (Continued)

preference. All other functions of block construction technique will be by mutual agreement between the CALPA Scheduling Committee and the Company.

- 5.4.9 As many full flying blocks as possible will be awarded. Any residual flying will be placed in open flying.
- 5.4.10 When a pilot is ready to resume flight duty too late to allow him to bid for the next bid period (i.e. returning after an injury, leave, etc.), he will be assigned a reserve block.
- 5.4.11 Completed blocks will be submitted to the Company by the twentieth (20th) of the month. The Company shall perform a final check to confirm all legalities of the Scheduling Rules have been met.
- 5.4.12 The Company will issue the final blocks in published form to all pilots by the twenty-fourth (24th) of the month prior to the respective month for which the schedule is published. The final awarded blocks will not be changed except as provided for in the Scheduling Rules (i.e. Drafting, Reassignments, Displacements, etc.)
- 5.5 TRIP TRADES
- 5.5.1 Pilots who wish to exchange trips must make their requests to Crew Scheduling in writing as much in advance as possible.
- 5.5.2 Trades will only be permitted where pilots hold equal status and equipment qualifications and are current on type.
- 5.5.3 All trades will be on a voluntary basis and each pilot will be paid according to the applicable credits of each trip flown. No credits will be given for any additional deadheading hours incurred as a direct result of the exchange
- 5.5.4 Blockholders shall be permitted to exchange trips with "open flying" that was not available at the time of blockbuilding, and may be permitted to exchange trips with any other "open flying" subject to Company approval.
- 5.5.5 In no case shall trades be permitted which would leave a pilot either projected below seventy-five (75.0) hours or above eighty-five (85.0) hours. If the value of a blockholder's block is reduced as a result of a trip trade, his block guarantee will be reduced by the difference in value between the trips exchanged. Conversely, if the value of a blockholder's

SECTION 5 - **SCHEDULING** RULES (Continued)

5.6.4 Crew Scheduling shall ensure, by **1930** hours each day, that crews have been assigned to all known duty commencing the next day. Crew Scheduling **shall** make every effort to avoid removals from or additions to such crew assignments any later than **1930** hours. Any additional open flying that becomes available for the next day **shall** be assigned as **soon** as possible.

5.6.5 When a reserve **blockholder** is assigned duty, he shall be so advised immediately, and shall be released from standing reserve **twelve (12)** hours prior to the assigned duty or at the end of the reserve period in Section **5.6.1**, whichever is earlier.

5.6.6 Crew Scheduling shall not interrupt a pilot's minimum **crew** rest in order to assign **him** duty.

5.6.7 A reserve **blockholder shall** be given not **less** than the following notice to report for duty:

CYYZ Base	Two (2) hours
CYTZ Base	Two (2) hours
other Bases	One and One-half (1 1/2) hours

This provision shall in no way deter a pilot from **reporting** for duty in **less than** the above notice requirements if the **flight is scheduled** to depart sooner and he is **able to** report sooner. **No pilot shall be** subject to discipline if he is not able to report in less than the above time requirements **from** receipt of notice.

5.6.8 A **reserve blockholder** who reports for a flight that subsequently does not operate, or who performs any other flight duty, or is otherwise released, shall not be subject to further reserve duty on that day.

5.6.9 A reserve **blockholder** who becomes a **blockholder** in the next bid period **will** not normally be assigned duties which would **cause** him to overlap his first awarded block pairing. If no other reserves are available, and the assignment of duties that cause an overlap is unavoidable, then the pilot may be subject to reassignment under the provisions of Section 5.8 (Reassignment).

5.7 DRAFTING

5.7.1 (a) **Blockholder Draft** - a blockholder draft is the assignment of a **blockholder** to any duty on a day which he was not originally scheduled for duty.

SECTION 5 - SCHEDULING RULES (Continued)

- (b) Reserve Blockholder **Draft** - a reserve blockholder draft is the assignment of a reserve **blockholder** to any duty beginning on a scheduled day off or any assignment of duty into a **scheduled** day off exceeding **0200 on** the day off.

5.7.2 Prior to any pilot being drafted, the following sequence must be followed by Crew Scheduling:

Step 1 -All available reserves must be used

Step 2 -All available supervisory pilots will be used subject to the **provisions** of Sections **7.4** and **7.9**.

Step 3 - The Company **will** draft a pilot to fly on a scheduled day off in reverse order of seniority and **subject** to Sections **5.7.3**, **5.7.4**, and **5.7.5**.

5.7.3 A junior pilot shall not be drafted **if**:

- (a) He cannot be time balanced,
- (b) He has been previously drafted in the bid period and then? are more senior pilots available who have not yet been drafted during the bid **period**.

5.7.4 A pilot shall not be drafted **if**:

- (a) He has not received crew rest in accordance with the appropriate rest sections of the Agreement;
- (b) The flight falls on a day off consecutive **with** vacation days and/or statutory holidays;
- (c) The draft reduces the total number of days off in the bid period below the minimum number, unless a day off in lieu is granted within the bid period;
- (d) The draft would interfere with subsequent flights.

SECTION 5 - SCHEDULING RULES (Continued)

The conditions of(d) shall be waived if all other draft provisions have been exhausted. A **blockholder** who is not able to report for duty because of a **misconnection** directly resulting from the application of a draft, will receive **full** credit for the duty lost as a result of the draft as well as the credit for **the** duty for which he was drafted.

5.7.5 Before a Captain is used as a First Officer:

1. A reserve First Officer shall be assigned, or;
2. A **First Officer** shall be drafted.

5.7.6 **Time** Balancing (as a result of draft or drafts) - Any over-projection must be solved **within** the bid period by removal of a **pairing** or portion thereof. The pilot **will** be given preference to select the pairing or portion thereof to be removed, subject to Company approval.

5.7.7 **The** Company shall apply the draft procedure as far in advance as possible.

5.7.8 Draft Penalty

- (a) **Blockholder** Draft Credits - Draft credits **shall** equal the credit of the flight(s) the pilot was drafted to operate. Draft Credits for **blockholders** shall be repaid in the form of a flight credit in the second month following the draft.
- (b) Reserve Blockholder Draft Credits - Reserve blockholder draft credits shall be **calculated** at the regular a-1 rate for the duty performed. However, the reserve blockholder shall have the day off **replaced** within the current bid period and shall receive an additional scheduled day off in the second month following the draft.

5.7.9 Once each month, the Company **shall** make available to **the** CALPA Scheduling Committee, the record of **all** instances where pilots were drafted.

5.8 REASSIGNMENT

5.8 When a blockholder's pairing or portion of a pairing is cancelled or changed, he will be released from duty or reassigned in accordance with **the** following:

5.8.1 If a pairing is changed or cancelled, a blockholder may be reassigned to operate other flights provided:

SECTION 5 - SCHEDULING RULES (Continued)

- (a) The pilot is returned to his originally scheduled pairing as soon as possible.
 - (b) A pilot not originally scheduled for an overnight pairing shall not be reassigned to an overnight pairing without his consent
- 5.8.2 All affected duty periods in the pairing for which **there** is no reassignment shall become free of **all** duty.
- 5.8.3 If the original pairing consists of only a single duty period, the originally **scheduled duty period may be expanded by a maximum of two (2) hours.** Further expansion shall be subject to **pilot** consent.
- 5.8.4 Prior to or after the **commencement** of a multi-day pairing the **first** and last duty periods of the pairing may **be expanded** by a maximum of **two (2) hours.** **Further** expansion shall be subject to pilot consent
- 5.8.5 The pilot shall receive credits for the greater of the original pairing, or the reassigned duty.
- 5.8.6 If the reassignment results in an over-projection, the pilot must be **time balanced within the bid period.** ~~If the pilot cannot be time balanced~~ within the bid period, he shall not be **reassigned.**
- 5.8.7 Reassigned duty will not normally be scheduled if it interferes with the remainder of the pilot's block. If the reassigned duty interferes with another duty period, the pilot shall receive credit for the greater of the sum of the original duty periods or the actual duty credit for the reassignment
- 5.8.8 If, as a result of a reassignment, a duty period extends **into** a day off by more than two (2) hours, and the loss of that day off reduces **the total** number of days off in the bid period below the minimum number, a day off in lieu will be granted in the bid period.
- 5.9 **DISPLACEMENT**
- 5.9.1 A blockholder may be displaced from a pairing or a portion of a pairing and shall not be **subject** to any reassignment other than necessary dead-heading on the earliest available flight to return a pilot **to** his home base, or to pick up the **balance** of his **pairing(s).**
- 5.9.2 A **blockholder** who has been displaced shall receive the credit **for** his originally assigned pairing.

SECTION 5 - **SCHEDULING RULES** (Continued)

5.10 **BLOCKING AND ASSIGNMENT ERRORS**

5.10.1 Blocking **errors** shall not result in the pilot losing any of his awarded credits, however **he shall** be subject to reassignment

5.10.2 In the specific case where two pilots of **the** same status are **scheduled** to operate **the** same flight, the **senior** pilot **will** be given the choice of **operating** the flight or being subject to reassignment

5.11 **IRREGULAR OPERATIONS**

5.11.1 No pilot shall be required to work in excess of six **(6)** consecutive calendar days. For **this** purpose, a reserve day shall be considered a working **day**.

In the event of an unscheduled **layover away from** home base due to weather **or** mechanical causes on the sixth day, the pilot will be required to work the seventh day subject to the following conditions:

1. The seventh day **will be** a "draft" day to permit the pilot to continue with any scheduled flights, **ferry flights**, or deadheading such that he is returned to home base at the end of the duty period.
2. **The eighth** day will become a day off by displacement if necessary such that the pilot would receive any credits he was originally scheduled for.
3. The Company must make every effort to return the pilot to his original schedule on the ninth day.
4. **The** above shall not prevent the pilot **from** receiving his minimum number of days off per month as defined in **Section 4.1.13**.

5.11.2 In all other cases of an unscheduled layover away from home **base prior to** a day off, the pilot will be asked when he is told of the layover to choose from the following:

- (a) To either deadhead **or** operate the first available flight back to home base and then be relieved of **all** duty; or
- (b) To be drafted for the whole day

If he elects (a), he will be given actual flight time credits only and the **day** will still be classed as a day off.

SECTION 5 - SCHEDULING RULES (Continued)

- 5.11.3 In the case of any departure delay at a pilot's home base or any known en-route delay which would cause the pilot's projected duty period to extend **more than two (2) hours into a scheduled day off, a reserve pilot legal** for the flight **will** be called. However, if **no** legal reserve is available the pilot will continue **his** duty period and the scheduled day off will be replaced if the pilot works more than two hours into his day off. Where **unable** to replace said day off within the **bid** period (due to the pilot having only days off remaining or if at the end of the bid period), the day off will be replaced within the next month.

SECTION 6

SENIORITY

- 6.1 The Company shall maintain and publish a Pilot Seniority List which is to be updated quarterly on January 1, April 1, July 1 and October 1 to include any additions, deletions, or changes. A copy of the most recent List is to be posted on the Bulletin Board or in the Pilot Bulletin Book at each place where pilots are based **within** seven (7) days of each respective date above and is not to be removed until **replaced** by a corrected or new List.
- 6.2 Such a List shall contain the **names** of all pilots specifying **Status**, **Base**, **Equipment** and the date of Seniority, which date **shall** be deemed to be the pilot's date of hire for the Company, as agreed upon between the Company and **the** Association. After November 15, 1990, when two or more pilots are hired on the same date, Seniority will be determined by academic rank upon completion of initial **groundschool**. Any tied scores **will** be resolved by lottery to be administered by both the Company and the Association. New hires **will** be advised by the **Company** of the **method** of **determining** seniority at the commencement of training.
- 6.3 A pilot shall be permitted a period of sixty days after issuance of **the** Seniority **List** within which to protest to the Company any omission or incorrect listing affecting his seniority. Where a pilot **is** on vacation, leave of **absence**, or sick leave at the time of Posting of the Seniority List, he may protest within thirty days of **his** return to work. If the Seniority List is not protested within **the** prescribed time limit any incorrect listing or other discrepancy shall not be protested on any subsequent listing.
- 6.4 The merged seniority list dated January 13, 1988 and the Definitions and Conditions thereto have been prepared by **CALPA** and form part of this agreement and are attached hereto as an Appendix. **The** Association shall indemnify the Company and save the Company harmless from any claim arising out of a pilot's placement on that list or on any future list derived from that list Any disputes concerning placement on the list shall be **between** the Association and its members.
- 27a, c, d - 1
6.5 Seniority number shall govern all pilots in case of **promotion and demotion**, their **retention in case of reduction in force**, **their assignment or reassignment** due to expansion or reduction in schedules, their opportunity to qualify on other types of equipment, **their re-employment after furlough** due to reduction in force, their choice within base, status and equipment of vacation periods, the awarding of blocks, and their choice of assignments provided that the pilots' licences, excluding type endorsements, are sufficient for the conduct of the assignment.

SECTION 6 - SENIORITY (Continued)

- 6.6 A pilot shall cease to accrue his seniority under the following conditions:
- (a) as provided for in Sections **13.1.3** (Leaves - General), **13.2.3** (Maternity Leave), and **13.3.3** (Child Care **Leave**).
 - (b) as provided for in Section **6.9** (extended **lapse** of pilot **qualifications** during Supervisory duties).
- 6.7 A pilot who loses seniority under Section **6.6(a)** or Section **6.6(b)** and who **returns** to duty will have his position on the Pilot Seniority List adjusted accordingly.
- 6.8 A pilot shall forfeit his seniority under the following conditions:
- (a) as **provided** for in Sections **13.1.7** (**flying** for remuneration while on leave) and **13.1.10** (failure to **return** from leave).
 - (b) if he is discharged.
 - (c) if he resigns **from** the Company.
- 6.9 A pilot performing **non-flying** or supervisory duty shall retain and accrue seniority, provided **such** pilot maintains an **Airline** Transport Pilot **Licence** ~~or other licences and/or qualifications required for his status on Company~~ operated equipment. If the **supervisory** pilot allows these licences to lapse, he shall have a period not to exceed six **(6)** months from expiration **in** which to regain **such** licences. If he does **not** regain such licences within six **(6)** months, he will **cease to accrue** seniority **from** that date. **His** seniority **accrual** shall **re-commence from** the date his **licences** are regained.
- Notwithstanding **the** above, such pilot who is unable to maintain his Licence Validation Certificate shall accrue seniority according to the provisions of Section **13.7.1** (Long Term Illness or Injury).

SECTION 7

SUPERVISORY AND MANAGEMENT PILOT FLYING

- 7.1 Supervisory pilots shall be bound by the **terms** and conditions of the **Collective Agreement unless otherwise specified**.
- 7.2 Nothing in **this** Agreement shall restrict the Company's rights to transfer employees to non-flying, supervisory, or management duties with their **concurrence** or the right to withdraw employees from such non-flying, supervisory, or management duties.
- 7.3 A pilot returning **from** supervisory and/or management position will be able to **return** to the line to the permanent assignment his seniority will allow him to **hold**. However, in the case where the same or a higher position on the equipment ladder is available at his present base, the pilot shall **not be allowed to bump into another base**.
- 7.4 Supervisory and Management pilots shall **be** restricted to a maximum of forty-five **(45.0) credited** hours per month of **revenue** flying, excluding line indoctrination.
- Duty and **Flight Time** Limitations including credits in this Agreement apply **to** all Management pilots while engaged in revenue flying duties.
- 7.5 A pilot may be displaced from his flight by a Supervisory and/or Management pilot provided that in such **cases** the pilot shall be credited for pay **and flight time limitation** purposes **for the flight as if it had been flown according to schedule** and shall not be subject to reassignment other than necessary deadheading on the **earliest** available flight **to** return a pilot to his home base, or to pick up the balance of his pairing(s).
- 7.6 Revenue hours flown by Supervisory and/or Management pilots shall be made available to the Association upon **request**.
- 7.7 **The number of Supervisory and/or Management pilots will be established** by the Company consistent with manpower requirements. The Association shall be expeditiously notified of any additions and/or deletions to the Supervisory and/or Management pilot staff.
- 7.8 Supervisory and/or Management pilots shall not perform supervisory duties while flying as a member of a crew; such duties shall only be conducted while **flying** as **extra** or supernumerary crew member. Instrument rating renewal, instructional flights, line checks and line indoctrination flights necessary to qualify crews under MOT requirements are excepted.

SUPERVISORY AND MANAGEMENT PILOT FLYING (Continued)

- 7.9 Except when doing line indoctrination when flying as a crew member, Supervisory and/or Management pilots shall conform to the Seniority System provided for in this Agreement. That is, the following conditions must be met:
- (a) Such **Supervisory** and/or Management pilots must hold a position on the Pilot Seniority **List** and may **only** fly in the status which his seniority allows. Otherwise **such** flying must be done in **accordance** with Section **7.5**.
 - (b) Command of the aircraft shall be **in** accordance with **Section 2.1.6** of this Agreement.
- 7.10 Notwithstanding any of the provisions of this Section, any Supervisory and/or Management pilot may fly any flight for **which** there is no non-supervisory or non-management pilot available and such flight will be included in the monthly maximum as specified in Section **7.4**.

SECTION 9 - FILLING OF ASSIGNMENTS (Continued)

9.1.5 Pilots declining to bid on vacancies or failing to qualify for bulletined positions will not lose their seniority.

9.2 AWARDING PERMANENT ASSIGNMENTS

9.2.1 Vacancies shall be **filled** by awarding the permanent assignment to the most senior pilot bidding the position on his Letter of Preference.

9.2.2 A pilot forced downward on the equipment ladder due to a reduction, who has **sufficient** seniority to hold a position at another base which **would** enable him to maintain or improve his previous position on **the** ladder **may elect to bump** into that base **according** to his seniority. However, **in the case where the same or a higher position on the equipment ladder is** available at **his** present base, the pilot **shall** not be allowed to bump into another base. 27E7

9.2.3 The Company shall provide a pilot with twenty (20) days notice of any change in **his** permanent assignment within **his** base. The pilot may elect to waive this requirement

The notice in Section 17.1.1 is required for the awarding of permanent assignments that require a change of base.

9.3 TEMPORARY ASSIGNMENTS

9.3.1 Temporary assignments will be made when there are insufficient flight personnel at an established base to **fulfill** all the operational requirements.

9.3.2 Temporary assignments which remain in effect after three months **shall** be regarded as permanent unless mutually agreed otherwise between the **Company and the Association.**

9.3.3 A pilot shall, in accordance with seniority, only be assigned to another base for temporary flying duty when there is an insufficient number of pilots at the base already qualified for the assignment involved.

9.3.4 A pilot, other than the most junior qualified, shall not be temporarily assigned to another base without his consent.

9.3.5 Pilots on temporary assignment will be on expenses as outlined in Sections 18.1 and 18.2 at that base for the duration of the temporary assignment, **or on such other reasonable basis, mutually agreed upon, that would** provide for recovery by the pilot of his additional expenses.

SECTION 10

TRAINING

10.1 FAILURE TO QUALIFY

10.1.1 The term failure to qualify shall mean:

- failure to receive a recommendation for a flight test after completion of the full training program or,
- failure of the actual flight test after receiving said training and recommendation, or
- **failure** to successfully complete line **indoctrination**, or
- failure to pass an initial or **recurrent** groundschool exam, or
- failure to pass a Line Check

A pilot who fails to **qualify** and who subsequently is to receive additional training shall have **the** option of having such training and flight test done by a different Supervisory Pilot(s).

10.1.2 A pilot who fails to qualify may be held out of service, however, his normal monthly minimum guarantee will not be reduced for a period of thirty **(30) days**.

10.2 INITIAL NEW-HIRE TRAINING

10.2.1 Notwithstanding Section 10.1.1, a new hire pilot who fails to qualify during any phase of his initial training shall have his **future** employment status determined by the Company.

10.3 RECURRENT TRAINING (IFR/PPC Renewal)

10.3.1 Recurrent training shall consist of a minimum of one simulator/aircraft session prior to a flight test. Recurrent training shall consist of at least two **(2)** hours of "pilot flying" duties. Recurrent training and flight test shall not **be** conducted within the same session. A pilot shall receive no less training than that required in the Company Training Manual.

10.3.2 A pilot who fails to qualify after his first attempt will be advised in writing within five **(5)** days of his failure and will be afforded additional training and a second chance to qualify **within** fifteen **(15)** days of the date of his failure. This additional training will be in the areas in which he failed to demonstrate required proficiency.

SECTION 10 - TRAINING (Continued)

- 10.3.3 A Captain who fails to qualify after his second attempt will be given an opportunity to re-qualify as a First Officer.

A First Officer who fails to qualify after his second attempt will be advised in writing within thirty (30) days of his employment status with the Company.

10.4 LINE CHECK

- 10.4.1 Line Checks of Operating Crew members shall be conducted as required.

- 10.4.2 A pilot who fails to qualify after his first attempt will be advised in writing within five (5) days of his failure and will be afforded additional training and a second chance to qualify within fifteen (15) days of the date of his failure. This additional training will be in the areas in which he failed to demonstrate required proficiency.

- 10.4.3 A Captain who fails to qualify after his second attempt will be given an opportunity to re-qualify as a First Officer.

A First Officer who fails to qualify after his second attempt will be advised in writing within thirty (30) days of his employment status with the Company.

10.5 STATUS OR EQUIPMENT UPGRADING/DOWNGRADING

- 10.5.1 This section shall apply to any of the following or any combination of the following changes of assignment:

- (a) First Officer to Captain
- (b) Equipment upgrade
- (c) Equipment downgrade

- 10.5.2 A pilot who fails to qualify after his first attempt will be advised in writing within five (5) days of his failure and will be afforded additional training and a second chance to qualify within thirty (30) days of the date of his failure. This additional training will consist of not less than five (5) hours as the pilot flying such that no single aircraft/simulator session exceeds two (2) hours as the pilot flying.

SECTION 10 - TRAINING (Continued)

- 10.5.3 A pilot who **fails** at **his** second attempt will be advised in writing within live **(5)** days of **his** failure. **The** pilot shall return to his former permanent assignment.

Note:

If **his** former permanent assignment no longer **exists**, he will be given additional training as per Section **10.5.2** and a third attempt to qualify within **thirty (30)** days of **his** failure. A pilot who fails **his third** attempt **shall** be advised in writing within **thirty (30)** days of his employment status with **the** Company.

- 10.5.4 A pilot who **fails** to qualify after exhausting all of the above attempts shall be prohibited from bidding the same permanent assignment vacancy for a period of **two (2)** years from hi date of last failure.

A pilot who **re-bids** the same permanent assignment vacancy after two **(2)** years shall have the **rights** to qualify reinstated.

10.6 EQUIPMENT UPGRADE/DOWNGRADE GROUND SCHOOL

- 10.6.1 A pilot who **fails his groundschool** will be **advised** in writing within five **(5)** days of **his failure**. The **pilot** shall elect to either write a second exam within **seven (7)** days of said notification or complete a second **groundschool and** then **re-write** an exam. If the pilot **fails his** second attempt he shall **return** to his former permanent assignment.

Note:

If his former permanent assignment no longer exists, he shall choose to either:

- (a) write a third exam, or
- (b) complete a third groundschool and then **re-write** a third exam.

A **pilot** who fails his third attempt shall be advised in writing within thirty **(30)** days of his employment status with the Company.

- 10.6.2 A pilot who fails to qualify after exhausting all of the above attempts shall be prohibited from bidding the same permanent assignment vacancy for a period of two **(2)** years from his date of last failure.

SECTION 10 -TRAINING (Continued)

- 10.8.8 While training away **from** home base, notwithstanding the provisions of Section 4.1.13, a **pilot shall** be allowed **two** days off out of each seven (7) days while in **ground** school, simulator or flight training. By **mutual** agreement between the Company and the Association, such days off may be deducted from minimum **guaranteed** days off at home base. This shall be determined prior to departing for such training, and the pilot notified accordingly.
- 10.8.9 All pilots on initial, **recurrent, PPC** or **IFR** renewal, status or equipment upgrade or downgrade, **groundschool**, or any other training that may be devised, shall receive a four (4) hour **flight credit** per day. 25A7
- 10.8.10 A pilot who is removed **from his** scheduled **flight(s)** for his own training **shall receive** credit for the greater of the assigned pairing(s) lost or duties **performed**.
- 10.8.11 In unusual circumstances a pilot may be required to perform as a "pilot not **flying**" in order to train or qualify another **pilot**. In **this** case, said pilot will not have hi performance measured and **will** not be subject to the provisions of Sections **10.1.1** and **10.1.2** while operating for reasons other than the requirements to maintain his own **proficiency**.
- 10.8.12 Every effort shall be made by the Company to avoid training between the hours of **0000** and **0600**.
- 10.9 ADDITIONAL OPPORTUNITIES
- 10.9.1 Nothing in Section 10 shall **prohibit** the Company **from** offering a pilot additional opportunities to qualify for any permanent assignment sought.

SECTION 12

VACATION AND STATUTORY HOLIDAYS

12.1 VACATION YEAR

12.1.1 The "Vacation Year" shall commence January 1st in any year and terminate on December 31st of the same year.

12.2 VACATION ENTITLEMENT AND PAY

12.2.1 Annual Vacations with pay will be granted to all pilots in accordance with the following schedule:

<u>Length of employment</u>	<u>Vacation</u>
Less than 3 months	No entitlement
After completing 3 months	1 Week
After completing 1 year	2 Weeks 0102
After completing 3 years	3 Weeks 0303
After completing 10 years	4 Weeks 1004
After completing 18 years	5 Weeks 1805
After completing 25 years	6 Weeks 2506

12.2.2 Preference for vacation periods and/or requests for split vacations will be governed by seniority within each category of base, equipment and status.

12.2.3 A pilot, while on vacation shall receive a credit in flying hours of one-thirtieth (1/30) of the maximum as specified in Section 4.1.1 for each day of vacation entitlement. This credit in flying hours is to be applied to the pilot's time for the month in which the vacation is taken.

12.2.4 The Company shall, on the first (1st) day of September each year, bulletin a roster of vacation periods available by base, status, and equipment for the period of fifty-two (52) weeks commencing on the first Sunday of the following year. This roster shall remain posted for sixty (60) days. The Company shall post the vacation assignments as indicated from the pilot's preference by December First (1st). Assigned vacation periods will not be changed except by mutual agreement between the Company and the pilot.

If a pilot changes permanent assignments, the Company may request that he change his vacation period(s). Such change shall be subject to mutual agreement between the pilot and the Company.

SECTION 12 - VACATION & STATUTORY HOLIDAYS (Continued)

- 12.2.5 Payment of vacation: An employee while on vacation shall be paid in the regular manner, or shall receive his full entitlement under the **Canada Labour Code, whichever is the greater**. ~~At the end of each year the Company~~ will calculate the **entitlement** under the Canada Labour Code, deduct vacation taken and will pay **the** difference if any by the end of February.
- 12.2.6 Nothing in this Section shall prevent an employee obtaining **his** full entitlement under the Canada Labour Code.
- 12.2.7 **Any** former Air Ontario Limited pilot employed prior to January **01, 1977** shall be entitled to take vacation as though he had completed the current year of service subject to a pm-rated **rationalization** in the event of termination and/or retirement **All other** pilots shall be **entitled** only to the vacation and **statutory holidays earned** at the commencement of the vacation year.

12.3 STATUTORY HOLIDAY ENTITLEMENT AND PAY

12.3.1 Pilots shall be awarded ~~ten (10)~~ **statutory holidays per year**. Each **statutory holiday shall have a value of four (4.0) flight hours**. **Statutory** holidays will be bid as part of the holiday bid of Section 12.2.4 above in **blocks of five (5) days assigned to weekly bid slots or in the event a pilot is entitled to three (3) or less days, they may be assigned to a supplementary bid slot.**

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12.3.2 Newly employed pilots who are first assigned to line duties during a **calendar** year will accumulate the extra days off at the rate of one for each of the statutory holidays listed below which occurs during the balance of the year following the date **on** which he is first assigned:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
August Civic Holiday	Boxing Day

12.4 HOLIDAY WEEK BID SYSTEM

12.4.1 A roster for each base, equipment and status shall be posted indicating all weekly holiday periods and all supplementary bid slots available for bidding. A pilot will be able to bid based on his permanent assignment on September 1st each year preceding the holiday year.

SECTION 12 - VACATION & STATUTORY HOLIDAYS (Continued)

- 12.4.2 Pilots will be assigned bid periods in order of seniority within base, equipment and status during which they must phone in their desired bid. A pilot may elect to bid only part or none of his entitlement but in doing so will forfeit any rights to available holiday periods should those periods subsequently be bid by a pilot more junior.
- 12.4.3 The vacation holiday bid will be held between September 15th and October 18th, and the statutory holiday bid will be held between October 19th and November 21st each year. Any pilots who have not completed their bidding by November 22nd will have their holidays arbitrarily assigned to any remaining unbid periods.
- 12.5 HOLIDAY WEEK EXCHANGES
- 12.5.1 During the holiday year pilots who wish to exchange holiday weeks may do so providing their request is made in writing by the first (1st) of the month prior to any change in order to enable timely publishing of block information.
- 12.5.2 Pilots will be permitted to exchange vacation weeks with weekly blocks of five statutory holidays on an equal basis.
- 12.5.3 Pilots may also be permitted by the Company to exchange the specific holiday weeks that have become available as a direct result of resignations, terminations or leaves on a first come, first serve basis.

SECTION 13

LEAVES OF ABSENCE

13.1 GENERAL

13.1.1 The Company will give serious consideration to all requests for **leaves of absence**. ~~Such requests shall be in writing and shall include the requested commencement date, duration and reason for the leave.~~

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13.1.2 A pilot may be granted a leave of absence for a stated period of up to twelve (12) months by the Company without loss of seniority. The Association shall **be** notified by the Company in writing of all leaves granted. Said **notification** shall **include** the commencement and return dates.

13.1.3 **Extended** leave beyond twelve (12) months may be granted but seniority **will not continue** to accrue beyond the **first twelve (12)** month period, except as provided for in Section 13.1.4.

13.1.4 In special circumstances a pilot may be granted extended leave of absence and retain and **continue** to accrue seniority if mutual agreement between the Company and the Association is obtained prior to the expiration of **the** initial leave period.

13.1.5 If a pilot is granted leave of absence for a stated period, and **then requests to return** to service before the expiration of that **period**, such **early** return shall **be** at the option of the Company.

13.1.6 Notwithstanding Section 13.1.5, a pilot shall prior to the **commencement** of the leave elect in writing to either,

- (a) Suspend hi Letter of Preference for the duration of the leave, or
- (b) Continue to exercise his rights under Section 9.1 - Bidding on Permanent Assignments.

If a new permanent assignment is awarded to the pilot while on leave, he must return from his leave on the commencement of training date and shall **return to full** pay at that time.

SECTION 13 - LEAVES OF ABSENCE (Continued)

13.1.7 A pilot on leave shall not engage in flying employment for remuneration. If the pilot engages in **flying** employment for remuneration, while on leave of absence, he shall forfeit his seniority and shall be deemed to have resigned from the Company.

13.1.8 A pilot who is on a leave of absence may choose to maintain all or any benefits normally covered by payroll deduction at pilot expense. Such payments for benefits shall be made in advance in the form of monthly postdated cheques.

13.1.9 A pilot on leave of absence shall, not later than forty-five (45) days **prior** to the **expiry** of his **authorized** leave of absence, notify the Company **in** writing of his intention regarding a return.

If any qualifications lapse during the leave of absence, **the pilot** shall be available to take the required training and proficiency checks during the thirty (30) days immediately preceding his leave **expiry**. If recurrent groundschool is not available **during** the thirty days immediately preceding his leave **expiry**, the pilot may be **required** to return within forty-five (45) days prior to his leave **expiry** to complete said **groundschool**.

13.1.10 A pilot shall forfeit his seniority and shall be deemed to have resigned **from** the Company **if**;

- (a) He does not **provide proper** written notice required under Section 13.1.9.
- (b) He fails to report for the required training and proficiency checks, as specified in Section 13.1.9, or
- (c) He does not return to pilot duty at the expiration of his leave of absence..

13.1.11 A pilot returning from any **authorized** leave, shall be permitted to resume his last held permanent assignment subject to seniority.

13.2 MATERNITY LEAVE

13.2.1 Notwithstanding Transport Canada requirements a female pilot, at her request, will be **granted** up to **twelve (12) months of maternity** leave of absence **without loss** of seniority for each period of pregnancy. This leave shall be deemed to include the Maternity and Child Care entitlements of the Canada Labour Code.

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SECTION 13 - LEAVES OF ABSENCE (Continued)

13.2.2 The pilot must request her leave of absence in writing accompanied by a Doctor's certificate certifying pregnancy and the estimated date of delivery.

13.2.3 Sections 13.1.3 to 13.1.11 will apply to maternity leaves of absence.

13.2.4 Length of Service shall accrue while a pilot is on Maternity Leave.

13.3 CHILD CARE LEAVE

13.3.1 A pilot shall, ~~at his request, be granted up to twelve (12) months of child~~ care leave without loss of seniority for each occurrence of birth, adoption, foster or ward custody. This leave shall be deemed to include the child care entitlements of the Canada Labour Code. 61A-052
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13.3.2 The pilot must request his leave of absence in writing accompanied by documents verifying the estimated or actual date of birth, adoption, foster or ward custody.

13.3.3 Sections 13.1.3 to 13.1.11 will apply to child care leaves.

13.3.4 Any combination of leave under Sections 13.2 (Maternity) and 13.3 (Child Care) shall not exceed twelve (12) consecutive months for each occurrence of birth, adoption, foster or ward custody.

13.3.5 Length of Service shall accrue while a pilot is on Child Care Leave.

13.4 JURY/WITNESS DUTY

13.4.1 A pilot when required to participate in Court activities associated with Jury Duty or when subpoenaed to appear as a witness, excepting those cases where a pilot is subpoenaed by the Association, will be granted leave with pay and without loss of seniority or benefits for those days he is unable to work. Such pay will be limited to the flight credits of the pairings in the pilot's block as if they had been flown according to schedule (regular salary in the case of a pilot with less than one (1) year of service), and he shall be credited with such flying time for the purpose of flight time limitations. A pilot not holding a block shall not have his minimum guarantee reduced as a result of this leave. 63B-C-1

13.4.2 When said Duty is expected to continue into the next and any subsequent months, the pilot shall continue to bid his monthly schedule in the normal manner and shall continue to be paid as specified in Section 13.4.1.

SECTION 13 - LEAVES OF ABSENCE (Continued)

13.4.3 Should the pilot receive any remuneration as compensation for Jury/Witness duty, said remuneration will be deducted from the Company's obligation under Section 13.4.1.

13.5 COMPASSIONATE LEAVE *USA-12*

13.5.1 A pilot shall be entitled to compassionate leave as per current Company Policy. Compassionate leave will be granted without loss of **seniority or** benefits for those days the pilot is **unable** to work. The pilot shall have the option of using vacation **and/or statutory holidays** to offset the value of flight time credits lost as a result of his **being** unable to work.

13.5.2 When said leave is expected to continue into the next and any subsequent months, the pilot shall continue to **bid** his monthly schedule in the normal manner.

13.6 BEREAVEMENT LEAVE

13.6.1 Within the seven (7) days following a death in his immediate family, a pilot shall be entitled to a bereavement leave of up to five (5) days **duration**. Immediate family for the purpose of this section shall be deemed to include the pilot's spouse (including common law spouse); the pilot's or spouse's (including common law spouse) parents, grandparents, sisters, brothers, and children (including adopted, ward or foster children), and also includes any relative permanently residing in the pilot's household or with whom the pilot resides.

13.6.2 Bereavement leave shall be with pay for the first three (3) *63A-1* ~~working days~~ as defined below and without loss of seniority for those ~~days~~ the pilot is **unable** to work. Such pay will be limited to the flight credits of the pairings in the pilot's block as if they had **been** flown according to schedule (regular salary in the case of a pilot with less than one (1) year of service) to a **maximum** of three (3) days, and he shall be credited with such flying time for the purpose of flight time limitations. A pilot not holding a block shall not have his minimum guarantee reduced as a result of this leave.

13.7 LONG TERM ILLNESS OR INJURY

13.7.1 In the event of long term illness or injury, a pilot shall be granted a leave of absence until such time as he is able to return to flight duty, except that in no case shall leave for illness or injury exceed a total continuous period of five (5) years, unless such period is extended by mutual agreement between the Company and the Association. Such pilot, while on leave, shall

SECTION 13 - LEAVES OF ABSENCE (Continued)

retain and continue to **accrue** seniority **whether or not he is able to maintain** his pilot's licence or certificates. **Return** to duty after such leave shall be subject to a reasonable qualifying period.

- 13.7.2 Length of **Service** shall **accrue** while a pilot is on long term illness **or** injury leave..
- 13.7.3 A pilot who is **returning from** long term illness or injury leave shall **be** permitted to return to the permanent assignment his seniority will **allow** him to hold.
- 13.7.4 Sections **13.1.7** (no flying for remuneration) and **13.1.8** (may maintain benefits coverage) will apply.

SECTION 14

SICK LEAVE

- 14.1 For the purpose of this section, sick leave shall **mean** the period of one or more days during which a pilot is scheduled or assigned and is unable to report for duty as a **result** of illness or injury. 73-18060
- 14.2 On January 1st of each year all pilots actively employed with the **Company** shall be entitled to ~~eighteen (18) days~~ sick leave with pay for the current year. Pilots employed during the year shall be entitled to **one** and one-half (1-1/2) days sick **leave** with pay for each full month remaining in the year. The unused portion of a pilot's sick **leave** allowance shall be **cumulative** to a total of sixty (60) days.
- 14.3 The existing bank of unused sick days in effect since November 1, 1975 shall continue to form the basis of a pilot's sick leave entitlement under this Section.
- 14.4 Pilots who are eligible for Mutual Aid will draw sick leave benefits as provided for in **this** section, up to a maximum of thirty (30) calendar days in any one sickness. Any remaining sick leave benefits **will** be suspended during the period the pilot receives Mutual Aid payments.
- 14.5 During a sick leave period, a blockholder shall be paid the flight credits in his **block** as if they had **been** flown according to schedule (regular salary in the case of a pilot with less **than** one (1) year of service) and shall be credited with such flying time for the **purpose** of flight **time** limitations. A reserve blockholder or pilot not holding a block for other reasons, shall receive a four (4) hour flight credit.
- 14.6 During a month in which a reserve blockholder or pilot not holding a block for other **reasons** is on sick leave, his pay shall be the greater of actual flight pay credits earned or the normal minimum guarantee for the month, except that a pilot with less than one (1) year of service with the Company shall receive his regular salary.
- 14.7 A pilot's sick leave period shall commence at the time that he is unable to report for his next schedule in the case of a blockholder or at the time he is unable to report for duty, or is unable to be contacted, in the case of a reserve blockholder or pilot not holding a block for other reasons. One (1) day shall be deducted from his accrued sick leave credit for each twenty-four hour period or part thereof for which he is planned and unable to report for duty.

SECTION 15

PHYSICAL EXAMINATIONS

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- 15.1.1 Periodic physical and electrocardiogram, and audiogram examinations, required under Government regulations for license endorsement are the responsibility of the pilot. I
- 15.1.2 Such examinations shall be conducted by any MOT approved Doctor.
- 15.1.3 The Company may, at its own expense, request a pilot to complete a medical examination with an MOT approved Doctor at any time where there is reason to believe his health or physical condition is impaired, in which case the pilot shall be afforded prior consultation and will be furnished with a copy of the medical examination report. I
- 15.1.4 Medical standards for Company physical examinations will be no more restrictive than those standards set forth in the MOT Regulations as being required to maintain an Airline Transport Pilot Licence. This shall not apply in the case of a pilot's initial medical with the Company.
- 15.1.5 The expense of the regular MOT physical, electrocardiogram, and audiogram examinations, shall be borne by the Company providing the pilot uses a Company designated doctor. The Company will designate at least one doctor for every location where pilots are based. Where no Company doctor is designated for a pilot base, the Company will bear the full cost of any medical given by any MOT approved doctor.

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SECTION 16

FURLOUGH AND RECALL

16.1 FURLOUGHING

✓ 16.1.1 When there is a furloughing of pilots on the system, such furloughing shall be in reverse order of system seniority. Such furloughed pilots shall be offered re-employment in order of their system seniority.

28-022 16.1.2 The Company shall provide at least thirty (30) days written notice to a pilot prior to his being furloughed, except in the case of third party strike in which case the Company shall provide sixty (60) hours notice and the pilot shall be available for immediate recall. In the case of reserve pilots, they shall call operations each evening at 2000 hours. Immediate recall applies only to the first two (2) weeks of a third party strike after which recall procedures will be mutually agreed to by the Company and the Association.

16.1.3 A pilot placed on laid-off status with 30 days notice, whose instrument rating is due to expire within two (2) months from date of lay-off, shall have his instrument rating renewed by the Company prior to lay-off.

16.1.4 A pilot who is furloughed shall file his address with the office of the Director of Flight Operations and shall thereafter promptly advise the Director of Flight Operations of any change in address.

16.1.5 A pilot shall not be entitled to preference in reemployment if he does not comply with the foregoing requirements or if he does not advise the Company of his intention to return within three (3) days of receipt of the recall notice or if he does not return to the service of the Company within thirty (30) days, except for third party strike, or such longer period as may be mutually agreed upon, after notice to do so, sent by registered mail or telegram to the last address filed with the Director of Flight Operations. In the event the Company bulletins an assignment as "temporary", a pilot may, if he considers it to his disadvantage to accept, advise the Company in writing accordingly, and will maintain his entitlement for preference in re-employment for any subsequent assignment, except that the most junior furloughed pilot must accept such temporary recall.

SECTION 17 -TRAVELLING AND MOVING EXPENSES (Continued)

- 17.3.4 For all moves a pilot shall be relieved of all duty for a period of five (5) days at such time as the pilot deems necessary for the establishment of permanent domicile at the point of new assignment subject only to operational requirements. ~~The pilot shall receive a credit in flying hours of one thirtieth (1/30th) of the monthly maximum as specified in Section 4.1.1 for each of the above five (5) days.~~
- 17.3.5 In addition to Section 17.3, the Company agrees to pay actual moving expenses including packing and unpacking for personal effects of up to fifteen thousand (15,000) pounds gross weight. The moving company to be used shall be chosen by obtaining three quotes, one of which must be ~~from a moving company under contract to Air Ontario.~~ **The pilot shall then be able to choose any moving company if he is willing to pay the additional amount above Air Ontario's contracted movers. The Company agrees to maintain a reputable inter-city moving company under contract, such as Allied, Mayflower, United Van Lines, etc.**

SECTION 18

EXPENSES, LODGING AND TRANSPORTATION

18.1 COMPANY BUSINESS EXPENSES

18.1.1 Pilots when away **from** assigned base on flight duty or when deadheading under orders from the Company, or while on an **authorized** trip on Company business other than flying duties, will be allowed to **claim** necessary expenses for hotels, transportation and laundry, and **will** also be paid normal meal allowance during applicable meal periods as outlined in Section 18.2

18.1.2 A pilot **required** to deadhead shall be provided **with a confirmed** space seat on the flight on which he is scheduled to deadhead except where an **unexpected** crew movement does not permit confirming the **seat**.

18.1.3 A pilot shall be allowed to incur and will be reimbursed for any reasonable necessary expenses when **unusual** or emergency conditions arise at points where the Company does not have a representative or the representative is **unavailable**. Such expenses shall, where **possible**, be supported by receipts.

18.2 MEAL ALLOWANCES

18.2.1 All pilots **will** receive a retroactive settlement based on **6.5%** of actual allowances incurred from **Nov 16, 1990** through **May 31, 1991**.

When on duty, meal allowances **will** be made available where the duty period is five (5) hours or more based on **established meal** periods (or any portion thereof) as follows:

Effective:	<u>1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
Breakfast 0600 - 0700	\$ 7.50	\$ 7.87	\$ 8.07
Lunch 1200 - 1300	10.50	11.03	11.31
Dinner 1800 - 1900	18.00	18.90	19.37
Snack After 2200	3.00	3.15	3.23

18.2.2 If the meal period or any portion of it occurs in the U.S.A. the meal allowance will be paid in **U.S. dollars**, but shall be reimbursed in equivalent Canadian funds. "In the U.S.A." shall be construed as commencing upon **gate departure from Canada for a U.S. destination and ending upon gate arrival back in Canada from the U.S.A.**

EXPENSES, LODGING & TRANSPORTATION (Continued)

18.3 CREW REST FACILITIES

18.3.1 The following facilities will be provided for crew rest:

On-duty Rest:

3-1/2 to 5 hours -adequate lounge for on duty flight crew only.

5 to 9 hours -hotel day-room for each pilot

Any on-duty rest period which covers all or part of the period between 02:00 and 05:00 local time -single hotel room for each pilot

Off-duty Rest:

All layovers -single hotel room for each pilot

18.3.2 A hotel gratuity allowance of \$2.00 per hotel visit will be reimbursed to each pilot on the 21st of each month for the previous month.

18.4 HOTEL STANDARDS

18.4.1 The Accommodation Review Committee, comprised of two representatives from the Company and two representatives from the Association, shall continue to monitor accommodation available to pilots, hotel selection and future accommodation alternatives.

18.4.2 Prior to establishing hotel accommodations at new layover points or changing existing accommodation, the Company shall consult with the Accommodation Review Committee.

18.4.3 When any significant substantiated deterioration of accommodation is reported in writing by Association Committee representatives, the Company shall, within seven (7) days, investigate the situation and take appropriate action.

EXPENSES, LODGING AND TRANSPORTATION (Continued)

18.5 GROUND TRANSPORTATION STANDARDS

18.5.1 Where required, Crew transportation **shall** be provided by the Company.

18.5.2 Pilots will not normally be required to share ground transportation **with** passengers.

18.5.3 When transportation does not leave within a reasonable amount of time such that a crew's minimum rest period may be affected, or there would be adverse consequences to **the** integrity of the Company's operations, at the Captain's discretion the pilots may use any other reasonable means of transportation to the hotel and/or Company parking facility, and may claim reimbursement for expenses for such transportation.

18.5.4 These ground transportation standards shall be monitored by the **Accommodation** Review Committee.

18.6 BAGGAGE LOSS

18.6.1 No pilot **shall** be required to pay for the theft, **loss** or damage of any **Company** issued material such as **manuals**, identification cards, security cards, instrument approach plates, etc. when **such** theft, loss or damage **occurs** beyond the reasonable control of the pilot. The Company agrees to replace said Company issued material or, as the case may be, reimburse the pilot for replacement costs where the loss is not otherwise covered through the pilot's personal insurance.

18.6.2 When it **is** evident that a pilot's baggage has not arrived at a layover point for any reason beyond the reasonable control of the pilot, a claim for any reasonable expenses required for the layover shall be permitted. An expense account with supporting receipts must be submitted to account for any expenses incurred.

SECTION 19

DATA RECORDERS

19.1 For the purposes of this Section, the term "Data Recorders" shall mean:

- (1) Cockpit Voice Recorders (CVR's), and
- (2) Flight Data Recorders (FDR's).

19.2 Subject to the obligations of the Company and the Association to comply with applicable government regulations, data or other information obtained from any type of Data Recorder will only be used for incident or accident investigation purposes, except as provided for in Section 19.2.1.

19.2.1 Notwithstanding Section 19.2, the parties recognize that information from Flight Data Recorders can be used to enhance flight safety and offer economic savings through preventative maintenance as well as to provide relevant information to assist in accident reconstruction. However, it is agreed that information obtained from Flight Data Recorders will not be used:

- (a) By the Company to monitor individual pilot judgement, ability, performance or technique in operating any aircraft. This does not preclude the use of de-identified information in the interest of flight safety in a manner mutually agreeable to the Company and the Association.
- (b) By the Company in any civil, administrative, penal, criminal, disciplinary or discharge action proceedings of any kind against any pilot or for the development of information leading to such proceedings.
- (c) By the Company as a means of seeking out information for use in any disciplinary, suspension, discharge or termination action to be taken by the Company. However, data from such equipment may be used to substantiate information obtained from other sources.

19.2.2 In the event of an incident or accident investigation, the Company may not release any data or other information obtained from Data Recorders to either the general public or any news media without the prior approval of the Association as well as either the pilot(s) involved or his (their) estate(s).

SECTION 19 - DATA RECORDERS (Continued)

- 19.2.3 It is agreed that no program to read routinely recorded information from Flight Data Recorders, except for maintenance purposes, will be introduced without mutual agreement between the Company and the Association.
- 19.2.4 The Company shall use its **best** efforts to ensure **the** security of all data or other information obtained from Data Recorders against **unauthorized** removal and/or playback
- 19.2.5 No Data Recorders will **record** specific pilot identification designators.
- 19.2.6 Where any Data Recorder (other than a completely erased **Cockpit** Voice Recorder) is removed from an aircraft as **part** of an incident or accident investigation, the removal must be brought to the attention of the **Association** and all pilot crew members involved in the incident or accident
- 19.2.7 The **cockpit** voice recorder **shall** have a means to be **erased** at the end of each flight and will be completely erased prior to removal for **maintenance purposes**. **The Captain shall always retain the right to carry out a complete erasure at the end of any incident free or accident free flight, except where prohibited by law.**

SECTION 20

ACCIDENT OR INCIDENT INVESTIGATION

- 20.1 Where a pilot is involved in an accident or incident related to the operation of an aircraft while on duty, he may be held out of service pending the outcome of any investigation into the accident or incident. Where held out of service, the pilot and the Association will be so notified in writing within seven (7) days along with the reasons therefore.
- 20.2 Where the investigation is undertaken by the Company, the officers involved shall make every attempt to issue a final report within three (3) months. The Association shall be afforded observer status in the investigation with access to all relevant material and shall receive a copy of any interim or final reports.
- 20.3 While pursuant to Section 20.1 a pilot is held out of service pending the outcome of an investigation, he shall be paid for the flight credits in his block as if they had been flown according to schedule (regular salary in the case of a pilot with less than one (1) year of service), and shall be credited with such flying time for the purpose of flight time limitations. In subsequent months or in the case of a pilot not holding a block, he shall be paid not less than the normal minimum guarantee for the month (regular salary in the case of a pilot with less than one (1) year of service). All such pay shall be adjusted to include negotiated pay increases and any incremental pay increases. The above pay provisions shall continue until the pilot returns to the line or the Company renders a decision on the pilot's employment status.
- Where a pilot is unable to report for duty due to medical reasons after an incident or accident, his pay shall be covered by the appropriate insurance plan(s).
- 20.4 In cases involving aircraft accidents, a pilot will not be required to commit himself orally or in writing to officials of the Company following the accident unless the following conditions have been met:
- (a) He has the opportunity to be represented by the Association (or IFALPA if outside Canada), and
 - (b) He has been afforded the opportunity of a medical examination by a medical examiner approved by the Association (or IFALPA if outside Canada) and the Company.

ACCIDENT OR INCIDENT INVESTIGATION (Continued)

- 20.5 **In** cases involving aircraft incidents pilots who are held out of **service** under the terms of Section **20.1** above will not be required to commit themselves orally or in writing to officials of the Company following the incident unless they have the opportunity to be represented by the **Association** (or **IFALPA** if outside **Canada**).
- 20.6 Throughout this **procedure** the pilot involved **and/or his** designated representative(s) may upon request, and in conjunction with a designated representative of the Company, **review and receive** copies of any **information** contained in his personal or technical files.

SECTION 21

LEGAL

21.1 DEFENCE AND COUNSEL

21.1.1 The Company agrees to provide Legal Counsel and defend, free of charge, all pilots and their estates in any legal actions arising in connection with the performance of their duties, and to protect them and hold them harmless from any judgement rendered thereunder, save in the case of gross negligence or willful misconduct.

21.2 PILOT COSTS

21.2.1 No pilot shall be required to pay for any costs relating to personnel training or for the use of any equipment used in personnel training required by the Company and no pilot shall be required to pay for any damages or costs incurred by the Company in connection with his work for the Company, unless such damage results from his gross negligence or wilful misconduct.

21.3 ESTATE SETTLEMENT

21.3.1 Any payment that may be due the estate, and not a named beneficiary, of the pilot under this Agreement may be made by the Company by payment to such person as may furnish the Company with a court certificate evidencing his appointment as legal representative of the estate and the receipt by such person of such payment shall release the Company of any further obligation to the estate of any other person with respect to such payment.

21.4 PILOT FILES

21.4.1 All files kept by or on behalf of the Company on a pilot shall, at the pilot's request, be made available for his examination in the presence of a member of management. The pilot will also be provided either by hand or by registered mail, a copy of any material of a negative or unfavourable nature. As well, a pilot will be provided with a copy of all technical or operational documents such as pilot proficiency checks, instrument rides, training reports, etc., which are placed on his file. If the pilot chooses to respond to any material(s) on his file, the response(s) shall be retained on his personal file with a copy of the material to which it refers.

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SECTION 21 - LEGAL (Continued)

21.4.2 Material of a negative or unfavourable nature not related to technical competency or safety of operations will be removed from a pilot's file(s) after two (2) years and will no longer be deemed admissible as evidence in any disciplinary proceedings.

21.5 PILOT WITNESSES/REPRESENTATIVES

21.5.1 When, under the terms of **this** Agreement, a pilot hereunder is chosen to act as the representative of, or as a witness for, another pilot or group of pilots, such pilot **shall** be given a period **free** of duty for a time sufficient to **permit** him to appear as such representative or **witness** provided **that** in so doing consideration shall be given to the requirements of the service. Pilots appearing as **witnesses** or representatives at Company request will be paid as per Section **13.4**. Any witnesses and representatives who are employees of the Company shall be provided with free space available transportation on Company aircraft to and from any hearing(s).

SECTION 22

GRIEVANCE PROCEDURE

22.1 The pilot(s) having a complaint may, prior to filing a grievance in **accordance** with the following procedure, discuss such complaint with the Chief Pilot.

22.2 Grievances under this Section may be initiated by any pilot (or group of pilots) who considers himself aggrieved **The** grievance must be **filed** in writing and should include the nature of the **grievance**, the **section(s)** of the Agreement allegedly violated, and the remedy sought. Grievances may be initiated by the Association on behalf of any pilot or group of pilots.

Grievances may be initiated by the Association at Step **Two** subject to mutual agreement between the Company and the Association.

22.3 **Step One:** A pilot who has a grievance (or group of pilots) having a grievance dealing with the same **issue** shall present it in writing to the Director of Flight Operations **within thirty (30)** calendar days after the pilot(s) reasonably would have **knowledge** of the **occurrence** of the facts giving rise to the grievance. It is not intended that this limitation will preclude claims arising out of **bookkeeping** or clerical errors. The Director of Flight Operations shall hold a hearing upon the grievance with the **grievor** and **his** representative(s) at a mutually convenient time, within ten **(10)** calendar days of receipt by the Company of a written notice of the **grievance**. The Director of **Flight** Operations must render his decision in writing within seven **(7)** calendar days of the above mentioned hearing.

22.4 **Step Two:** If the decision of the Director of **Flight** Operations is not acceptable, or is not rendered within such seven **(7)** calendar days, the grievance may be appealed in writing to the President of the Company within fourteen **(14)** calendar days of receipt of the Director of Flight Operations' decision, or as the case may be, within fourteen **(14)** calendar days from the **expiry** of the delay within which such decision would have been rendered. The President, or his designate (excluding the Director of Flight Operations and the Chief Pilot), shall hold a hearing upon the appeal with the **grievor** and his representative(s) at a mutually convenient time, within ten **(10)** calendar days of receipt by the Company of a **written** appeal. Notwithstanding the above, the President shall not be restricted in his choice of designate when a grievance has **been** initiated at the Step Two level. He must **render** his decision in writing within seven **(7)** calendar days of the hearing.

SECTION 23 - DISCIPLINE OR DISCHARGE (Continued)

- 23.8 A pilot who has been disciplined or discharged may file a grievance in accordance with the **provisions** of Section 22 (Grievance Procedure). Throughout these procedures, including arbitration, no evidence or documents relating to incidents or matters which occurred more than two (2) years prior to the **disciplinary** action, other than those related to flying competency, shall be taken into consideration in **the** taking of such action. Said grievance may be initiated at any step of the Grievance or Arbitration procedures by mutual agreement between the Company and the **Association**.
- 23.9 If at any time **the** pilot is **fully** exonerated, **his record** shall be adjusted **appropriately**, and he shall be **reinstated** without **loss** of seniority or pay.
- 23.10 No pilot shall have a **misdemeanor** noted on **his** file without receiving written notice of same.

SECTION 24 -ARBITRATION (Continued)

- 24.7 Each of the parties hereto will assume the expenses of the witnesses called or summoned by it. However, witnesses and representatives who are employees of the Company shall receive time off, and transportation over the lines of the Company from the point of duty or assignment to the point of Arbitration Hearing and return, to the extent permitted by Law, and space-available. Board Members shall be furnished free **transportation** over the lines of **the** Company for the purpose of attending meetings of the Board, to the extent permitted by law. Board Members who are employees of the Company shall be granted necessary time off for the performance of their duties as Board **Members**. The **fees** and expenses of the Chairman shall be shared equally by the Parties.
- 24.8 The time limits specified in this Section may be extended by written agreement of the parties.
- 24.9 The decision of the Board or of the majority of the Board in all cases properly referable to it shall be **final** and binding on all parties, and shall be rendered in writing, with reasons therefore, as soon as possible after the Hearing.
- 24.10 When a stenographic transcript is taken of the Arbitration Hearing, in whole or in part, the cost **will** be borne equally by both parties to the **grievance**. In the event it is not mutually agreed that a stenographic transcript of the proceedings **shall** be taken, any written record available taken of such Arbitration Hearing made by either of the parties to **the** grievance shall be furnished to the other party to the grievance on **request**, provided that the cost of such written transcript so requested shall be borne equally by both parties to the grievance.

SECTION 25

UNIFORMS

- 25.1 Uniforms will be worn and maintained according to standards prescribed by the Company.
- (a) The Company will pay **fifty percent (50%)** of the cost of all uniforms. The **CALPA** Uniform Committee will be consulted regarding the quality and price of uniform components.
- (b) Uniforms will be deemed to have a useful life of twelve **(12)** months of service, except for topcoats and raincoats, which will have a useful life of **thirty-six (36)** months.
- A pilot may wear a uniform or part of a uniform for a maximum of three (3) years**, however, the Company shall have the right to demand the **purchase** of a new uniform or **accessory** every year, if **individual** circumstances warrant.
- (c) If the Company introduces any changes in colour or **style**, **during** the life of the uniform, **the** Company shall pay one hundred percent **(100%)** of the cost involved.
- (d) Company uniform will consist of:
1. One **(1)** tunic
 2. Three **(3)** pair trousers (any combination of summer/winter weight)
 - *3. One **(1)** Winter Topcoat
 4. One **(1)** Spring/Fall Topcoat
 - *5. One **(1)** Raincoat
 6. Up to eight **(8)** shirts (choice of **Regular/Tapered/Tall**)
 7. Four **(4)** ties
 - *8. One **(1)** sweater
- * denotes Pilot option.
- (e) An allowance of **Thirty-four** dollars and seventy-five cents **(\$34.75)** per month will be granted all **pilots** for the maintenance of uniforms. Effective November 1, 1991 the allowance will increase to **Thirty-six** dollars and fifty cents **(\$36.50)**.
- (f) Employees who leave the employ of the Company within one year of commencement of service shall be responsible for the total cost of their uniforms, such costs to be deducted from the final pay cheque.

SECTION 25 - UNIFORMS (Continued)

- 25.2 Pilot's share of the uniform cost shall be paid by payroll deduction **over** a **period** of six (6) months if so desired. Any uniform purchase of **twenty-five** dollars (**\$25.00**) or less shall be deducted in one payment
- 25.3 The **recommendations** of the Association shall be considered by the Company before **making** any changes in the supplier, style, colour or material of the uniforms.
- 25.4 The Company will supply or assume the cost of buttons, braid, badges, uniform cap and insignia, as prescribed by the Company.

SECTION 26

DEDUCTION OF DUES

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- 26.1 Effective January 1, 1975, the Company shall deduct on the payroll for the last period of each month from wages due and payable: ~~to all employees~~ ~~an amount~~ coming within the scope of this Collective Agreement ~~an amount~~ equivalent to the normal monthly dues of the Association, subject to the conditions set forth hereunder:
- 26.1.1 The amount to be deducted shall be equivalent to the regular dues payment of the Association and shall not include initiation fees, fines, or special assessments. The amount to be deducted shall not be changed during the term of the Agreement excepting to conform with a change in the amount of regular dues of the Association in accordance with its constitutional provisions.
- 26.1.2 Membership in the Association shall be available to any employee eligible under the Constitution of the Association on payment of the initiation or re-instatement fees uniformly required of all such applicants by the Association. Membership shall not be denied for reasons of race, national origin, colour or religion. Membership in the Association is not a requirement of employment.
- 26.1.3 If the wages of an employee payable on the payroll for the last pay period of any month are insufficient to permit the deduction of the full amount of dues, no such deduction shall be made from the wages of such employee by the Company in such month. The Company shall not, because the employee did not have sufficient wages payable to him on the designated payroll, carry forward and deduct from any subsequent wages the dues not deducted in an earlier month.
- 26.1.4 Only payroll deductions now or hereafter required by law, pension deductions and deductions for provident funds, where existent, shall be made from wages prior to the deduction of dues.
- 26.1.5 The amount of dues so deducted from wages accompanied by a statement of deductions from individuals, shall be remitted by the Company to the Association as may be mutually agreed by the Association and the Company, not later than forty (40) calendar days following the pay period in which the deductions were made.

SECTION 26 - DEDUCTION OF DUES (Continued)

- 26.1.6 The Company shall not be responsible financially or otherwise, either to the Association or to any employee for any failure to make deductions or for **making** improper or inaccurate deductions or remittances. However, in any instance in which an **error occurs in the** amount of any deduction of dues from an employee's wages, the Company shall adjust the amount in a subsequent remittance. The Company's liability for any and all amounts deducted pursuant to the provisions of this Section shall terminate at the time it remits payment to the Association.
- 26.1.7 The question of what, if any compensation shall be paid the Company by the Association in recognition of services performed under **this** Agreement shall be left in abeyance subject to reconsideration at the request of either party on **fifteen (15)** days notice in writing.
- 26.1.8 In the event of any action at **law** against the parties hereto resulting from any deduction or deductions from **payrolls** made or to be made by the Company pursuant to this Section of this **Agreement**, **all** parties shall cooperate fully in the defence of such action. Each party shall **bear** its own **cost of such** defence **except that** if; at **the request of the Association**, counsel fees are incurred these shall be borne by the Association. Save **as** aforesaid, the Association shall indemnify and save harmless the Company from any losses, damages, costs, liability or expenses suffered or sustained by it as a result of any **such** deduction or deductions from payrolls.
- 26.2 **C.A.L.P.A.** Mutual Aid and **Group** Life Insurance premiums will be deducted and remitted according to **CALPA procedures**, **provided** that it does not constitute an onerous burden on **the** Company's accounting staff.

SECTION 27

EMPLOYEE BENEFITS

This Section shall represent the minimum standards of **coverage available to** all pilots of Air Ontario Inc. It is **further** agreed that the Company may **change** its insurance underwriter(s) at any **time** provided **there** is no decrease of the Long Term Disability, Dental, Health, Group Life and AD & D Insurance benefits as outlined in **this** Section.

The Company shall inform the Association of the **costs** par pilot for **each** of the below mentioned Insurance benefits, and further, shall inform the Association of any changes in underwriter(s).

Any layoff of one calendar month or less shall not result in any interruption of benefits to the pilot(s).

A pilot will receive all **benefits** during any **period** of short or long term **disability**. The Company will continue benefits for **pilots** on **maternity/child** care leave if the **pilot** pays their portion of the premium.

Any **unused sick days from a pilot's sick leave bank may** be used at the pilot's discretion immediately prior to retirement.

The cost of all Insurance Plans and benefits will be shared by the pilots and the Company; **the pilots' share being 25% of the cost, the Company's share being 75% of the cost**, except where **otherwise** specified herein.

all 6 75

✓

27.1 ILLNESS OR INJURY

27.1.1 It is agreed that the "Illness or Injury" coverage for pilots will be as follows:

- | | |
|----------------------|---|
| Day 1-30 inclusive | Company Sick Leave as per Section 14 of the Collective Agreement |
| Day 31-365 inclusive | C.A.L.P.A. Mutual Aid <i>703/944 74/49448</i> |
| Years 2-5 inclusive | Company Long Term Disability Insurance Plan to cover pilot unable to perform his regular occupation as a pilot. |

27.1.2 The level of benefits to be provided by the Company's Long Term Disability Insurance Plan will be as follows:

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SECTION 27 -EMPLOYEE BENEFITS (Continued)

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- a) 70% of gross salary, calculated on 85 hours at the pilot's current hourly rate to a benefit limit of \$6,000.00 per month.
- b) There will be no offset for CALPA Extended Mutual Aid or any Government-sponsored plan.
- c) There will be an offset of 50% of all earned income until the level of combined benefit and earned income reaches 85% of the pilot's pre-disability income.
- d) The Plan will provide for the benefit specified in (a) above until retirement for a pilot considered "totally and permanently" disabled
- e) In addition to the above benefit, the Plan will provide for payment of the pilot's contribution to the Company Pension Plan to the maximum provided by the Plan.
- f) Mental, nervous, alcohol and drug coverage treated as an illness providing the employee is undergoing approved rehabilitation is included.

27.2 DENTAL PLAN

71-9 70E-075

- 27.2.1 The Dental Plan will provide for one hundred percent (100%) coverage (i.e. no deductible), however this will exclude major restoration and orthodontia. One month of service is required for eligibility to the Dental Plan.

(See Benefits Appendix) — none

27.3 HEALTH CARE

- 27.3.1 The Company's Insurance Plan(s) shall include additional coverage for home care costs in lieu of hospitalization.

(The verbal description of the Company's new proposed plan is acceptable in principle, subject to details of the Plan being available for confirmation. Otherwise, the benefits under the existing plan will be as in the Benefits Appendix.)

SECTION 27 - EMPLOYEE BENEFITS (Continued) 72-925

27.4 GROUP LIFE AND AD & D INSURANCE 76 C-1

27.4.1 Group Life Insurance shall be provided by the Company to the level of Two Hundred (200%) percent of the pilot's annual earnings. A cap of \$200,000.00 shall be acceptable for Group Life and AD & D.

27.5 AIRPORT PARKING

27.5.1 The Company agrees to pay the full cost of airport parking for pilots. If the Association makes alternate arrangements for parking, the Company will supplement the cost to the maximum being paid for Company provided airport parking. The existing Letter of Understanding No. 10 "Council #23 Airport Parking" shall continue in effect and form part of this Collective Agreement

27.6 TRAVEL DOCUMENTS/INNOCULATIONS, ETC.

27.6.1 The Company shall pay full costs of any Visas, travel documents, medical fees, innoculations, etc. and costs associated with acquiring same for any pilot who requires the forementioned for travel on Company business.

27.7 PILOT PENSION PLAN

77-1
78-9
79-1

The Company agrees to maintain the status quo of the current Defined Benefit and Money Purchase pension plans, including contribution levels in effect at this time.

The Association will immediately begin investigating the potential of developing a CALPA sponsored Defined Benefit Pension Plan using a 5% of wages pilot contribution and a matching contribution by the Company. Should the Association be able to develop a plan to its satisfaction using the above contribution levels, the matter will be settled.

Should this not be accomplished by no later than January 31, 1992, the Company and the Association agree, irrespective of the Duration of the Agreement, to enter into negotiations under Section 49 of the Canada Labour Code for the purpose of negotiating a resolution to the Defined Benefit Pension Plan issue.

Negotiations shall begin within fourteen (14) calendar days after a request for such negotiations has been made by the Association, unless otherwise mutually agreed between the Company and the Association. Failing settlement, Part I of the Canada Labour Code will apply with respect to the matters referred to above.

SECTION 28

MISSING, HIJACKING & INTERNMENT BENEFITS

- 28.1 Any pilot who, while engaged in the course of his duties for the Company, is reported interned, **captured**, or held as a prisoner or hostage or is missing under circumstances which would indicate being interned, **captured** or held prisoner or hostage by a foreign **government**, shall be allowed compensation of **80%** of **his** normal monthly salary applicable at the time he became missing or was captured, or held prisoner or hostage.
- Such compensation shall continue for the period during which he is interned, captured, or held as prisoner or hostage. When a pilot is missing and his whereabouts remain unknown, the compensation allowable under this Section shall be terminated at the expiration of one **(1)** year or at **the** date that death is established, whichever occurs **first**.
- 28.2 The monthly compensation allowable under Section **28.1** shall be held for his account without interest, provided that any such compensation remaining from time to time available to the employee shall be dispensed by **the** Company to **the person** or **persons** designated by the employee in the form letter prescribed in Section **28.5**.
- 28.3 Any amount paid to a beneficiary in accordance with the above provisions, even though such payments were made after the death of the employee, will not be required to be returned by such beneficiary or by the estate of the **employee** provided that the **Company** is satisfied it has been promptly furnished by such beneficiary with any evidence indicating the death of such employee.
- 28.4 **As** an alternative to paying **compensation** in accordance with Section **28.1**, the Company may pay the difference **between** the amount of any compensation and the amount of any compensation provided for by law in respect of persons missing, interned, captured, held as prisoner or hostage as described in Section **28.1**

SECTION 28 - MISSING, HIJACKING & INTERNMENT BENEFITS
(Continued)

28.5 **Form Letter:**

Date _____

To: Air Ontario Inc.

You are hereby directed to pay all monthly compensation allowable to me under the applicable Section of the Agreement **between Air** Ontario Inc. and the **Canadian Air Line Pilots** Association as follows: _____% of such compensation to

(Name and Address)

as long as living.

The balance if any and any **amounts** accruing after the death of all persons named in the above designations shall be held for me, or in the event of my death before receipt thereof, shall be paid to the legal representative of my estate.

The foregoing direction may be modified from **time** to time by letter **signed** by the undersigned, and any such modifications shall become **effective** upon receipt of such letter by you.

Payments made by the Company pursuant to **this** direction shall fully release the Company from any further **claims** to compensation on my behalf under the Agreement **between** Air Ontario Inc. and the **Canadian Air** Line Pilots Association.

Employee's Signature



SECTION 29

DURATION

29.1 This Agreement shall become effective on November 16, 1990 and shall continue in full force and effect until midnight May 31, 1993. It shall renew itself without change for **each** succeeding year thereafter, unless written notice of desired change is served by either party on the other not later **than two (2)** months next preceding the **expiration** date in any year. In the event that notice of desired change is given, **this** Agreement shall remain in full force and effect while negotiations are being carried on for the completion of a new Agreement

29.1.2 The collective Agreement between the parties which was effective June 1, 1983 to May 31, 1985 was emended until May 31, 1986 and thereafter **continued** in operation to the March 11, 1987 legal strike deadline. Notwithstanding the termination of that agreement at March 11, 1987 the Company will honour claims from pilots on the Air Ontario Inc. seniority list concerning inaccurate computation of pay and will **recognize** pilots' continuous service and vacation entitlement

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this d a y o f _____, 1991.

FOR AIR ONTARIO INC

Signed: T. Syme
T. Syme, President & C.O.O.

Signed: _____
P.A. Hill, Director of Operations

Signed: B.D. Morris
B.D. Morris, System Manager, Flight Operations

FOR CANADIAN AIR LINE PILOTS ASSOCIATION:

Signed: R. J. McInnis
R. J. McInnis, President

Signed: R. Young
R. Young, Senior Director, Industrial Relations

Signed: R. E. Campbell
R. E. Campbell, Chairman, Air Ontario M.E.C.

LETTER OF UNDERSTANDING NO. 1

ASSOCIATION BUSINESS FLIGHT RELEASE

- 63K-3
- 1.01 Flight Duty Releases for Association Business -The Company shall, when requested, **authorize** release from flight duty all **MEC** delegates in order **that** they may attend to Association business, subject to the needs of the service.
- 1.02 Travel While on Association Business -Air Ontario **CALPA** members travelling on Association business shall be issued **passes** when conducting **Air Ontario business**.
- 1.03 It is hereby agreed **between** the Company and the Association that all **re-**quests for Association releases must be in writing by the **MEC** Chairman and submitted to the Dir of Flight **Operations** or Chief Pilot for authorisation.
- 1.04 When the Association requests a flight release for Association business, the Company may, at its discretion, reallocate the flying to Reserve **Pilots**, Supervisory Pilots, pilots in training or by drafting.

NOTE

Every effort shall be **made** to avoid drafting. Drafting will only be done with the approval of the **MEC** Chairman. When assigning a Reserve **Blockholder**, Crew Scheduling shall **endeavor** to assign a low-time reserve pilot.

Should the reallocation of such flights result in additional costs to the **Company, then** *ii such **costs will be assumed by the Association.**

- 1.05 The following guidelines will be used to determine when the additional costs referred to in 1.03 and 1.04 above are to be applied:
- (a) If a Reserve pilot assumes the open flight(s) and the duty performed causes the pilot to exceed the monthly **minimum** guarantee, then **the** Association will reimburse the Company for the difference **between** the minimum guarantee and the incremental hourly costs associated with the duty performed.
- (b) If the open flights are covered by drafting, the Association will reimburse the Company for the costs of the drafting including any costs associated with the solving of an **overprojection**.

LETTER OF UNDERSTANDING NO. 3

JUMPSEAT OCCUPANCY

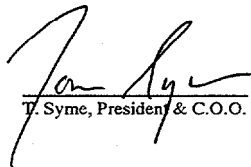
The Association hereby acknowledges that from time to time the Company may have operational requirements to transport personnel in an expeditious manner and that in **circumstances** where a flight **is full** with revenue passengers, the Company will have a legitimate right to request the operating crew and in particular the Captain to carry someone in the cockpit jumpseat. Under such **circumstances** the operating crew will make every effort to accommodate such requests.

The Captain shall have the **final** authority to allow or deny access to the **jumpseat**, however if access to the **jumpseat** is denied it shall remain vacant for the rest of the **flight**. Any such denial shall not be cause for **disciplinary** action.

Notwithstanding the above, the **jumpseat** may be **used** by a Supervisory Pilot for the purpose of conducting a **Line** Check on an Operating Crew member.


IN WITNESS **WHEREOF**, the parties hereto have signed this Agreement this _____ day of _____ 1991.

FOR AIR ONTARIO INC.




T. Syme, President & C.O.O.

P. A. Hill, Director of
Operations

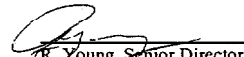


B. D. Morris, System Manager
Flight Operations

FOR CANADIAN AIR LINE
PILOTS ASSOCIATION



R. J. McInnis, President



R. Young, Senior Director
Industrial Relations



R. E. Campbell, Chairman
Air Ontario M.E.C.

LETTER OF UNDERSTANDING NO. 4

OFF-AIRPORT TRAINING FACILITIES

The Association **acknowledges** that the Company has requirements to **use** off-airport facilities for the purpose of training and qualifying pilots. In the application of this LOU these facilities shall be limited to the Air Ontario office located on Galaxy Blvd. and the **Flight Safety** simulator building located at the **Downsview** Airport. However, other facilities may be added subject to mutual agreement **between** the Company and **the Association**.

Pilots may be required to report to these facilities, however **the** following conditions **shall** apply:

- (a) **CYYZ & CYTZ** based pilots shall provide their own transportation to and from the facilities, however they shall be **reimbursed** for **mileage according** to the accompanying schedule:

CYYZ - Galaxy	0 kms
CYTZ - Galaxy	20 kms
CYYZ - Flight Safety	15 kms
CYTZ - Flight Safety	15 kms

- (b) **CYXU** based pilots shall have their transportation to and **from** the facilities provided by the Company at Company expense;

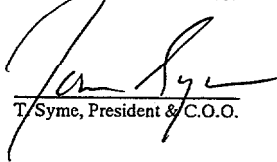
All other provisions of the Collective Agreement shall apply.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this _____ day of _____ 1991.

LETTER OF UNDERSTANDING NO. 4 (Continued)

FOR AIR ONTARIO INC.

FOR CANADIAN AIR LINE
PILOTS ASSOCIATION



T. Syme, President & C.O.O.

R. J. McInnis, President

P. A. Hill, Director of
Operations



R. Young, Senior Director
Industrial Relations



B. D. Morris, System Manager
Flight Operations



R. E. Campbell, Chairman
Air Ontario M.E.C.

LETTER OF UNDERSTANDING NO. 5

SELECTIVE BIDDING SYSTEM

It is agreed that the Association and the Company shall enter into a trial program in an attempt to assess the ability of SBS to satisfy the "Pilot Tailored Blocking" requirements.

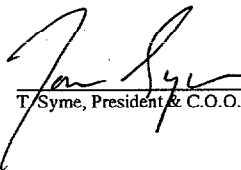
This trial period will run from September 1, 1991 to December 30, 1991. During this period, blocks shall be built by CALPA using both SBS and manual method in an attempt to improve the quality of the SBS System to the level required. No SBS built blocks will be published without CALPA approval. At the end of the trial period a decision will be made by CALPA on which system to utilize.

Should a decision be made to utilize SBS from that point on, CALPA and the Company shall negotiate an LOU outlining rules and procedures regarding the use of SBS, changing of SBS program parameters, etc..

For the trial period above, the Company shall pay a four (4) hour credit/day and meal expenses for the pilot(s) involved in the SBS trial program.

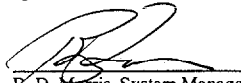
IN WITNESS WHEREOF, the parties hereto have signed this Agreement this ____ day of _____, 1991.

FOR AIR ONTARIO INC.



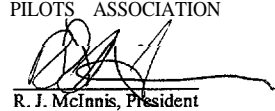
T. Syme, President & C.O.O.

F.A. Hill, Director of
Operations



B. D. Morris, System Manager
Flight Operations

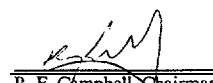
FOR CANADIAN AIR LINE
PILOTS ASSOCIATION



R. J. McInnis, President



R. Young, Senior Director
Industrial Relations



R. E. Campbell, Chairman,
Air Ontario M.E.C.

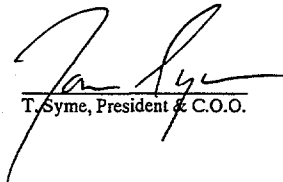
LETTER OF UNDERSTANDING NO. 6

REOPENER

Air Ontario agrees to enter into negotiations with the Canadian Air Line **Pilots Association** pursuant to the appropriate notice under the Canada Labour Code for the purpose of negotiating issues which may be relative to Air Ontario's relationship, including Austin Airways, with Air Canada.

FOR AIR ONTARIO INC.

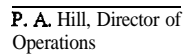
FOR CANADIAN AIR **LINE**
PILOTS ASSOCIATION



T. Syme, President & C.O.O.



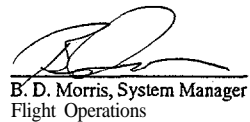
R. J. McInnis, President



P. A. Hill, Director of
Operations



K. Young, Senior Director,
Industrial Relations



B. D. Morris, System Manager
Flight Operations

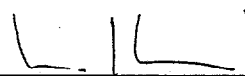


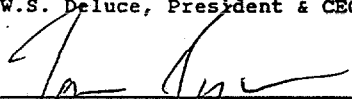
R. E. Campbell, Chairman,
Air Ontario M.E.C.

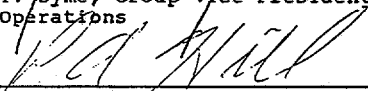
LETTER OF UNDERSTANDING NO. 6

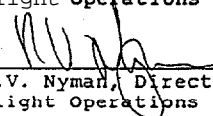
Air Ontario agrees to enter into negotiations with the Canadian Air Line Pilots Association pursuant to the appropriate notice under the Canada Labour Code for the purpose of negotiating issues which may be relative to Air Ontario's relationship, including former Austin Airways, with Air Canada.

FOR AIR ONTARIO INC.:

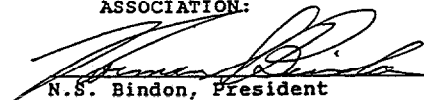

W.S. Deluce, President & CEO


T. Syme, Group Vice-President,
Operations



P.A. Hill, Vice-President,
Flight Operations



R.V. Nyman, Director of
Flight Operations

FOR CANADIAN AIR LINE PILOTS
ASSOCIATION:


N.S. Bindon, President


R. Young, Senior Director,
Industrial Relations


C.M. Sykes, Chairman,
Air Ontario M.E.C.


A.M. Allan, Chairman,
Austin Airways H.E.C.

LETTER OF UNDERSTANDING NO. 7

INTERIM TRAINING PAY (SECTION 10.8.9)

For the period commencing July 01, 1991 and ending December 31, 1991 all pilots shall receive the following flight credits for training:

- (a) Initial, Status or Equipment Upgrading/Downgrading (including groundschool):

Four (4.0) hour flight credit per day;


- (b) Recurrent Training - IFR/PPC Renewal (including groundschool):

Two (2.0) hour flight credit per day;


Normal deadhead credits shall apply except where the deadhead occurred on the same day as the training in which case the pilot shall only be credited for the minimum(s) outlined in (a) or (b) above, plus the actual deadhead credit.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this _____ day of _____ 1991.


FOR AIR ONTARIO INC.

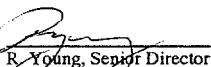

T. Syme, President & C.O.O.


P. A. Hill, Director of
Operations


B. D. Morris, System Manager
Flight Operations

FOR CANADIAN AIR LINE
PILOTS ASSOCIATION


R. J. McInnis, President


R. Young, Senior Director
Industrial Relations


R. E. Campbell, Chairman
Air Ontario M.E.C.

LETTER OF UNDERSTANDING NO. 10

COUNCIL #23 AIRPORT PARKING

Further to LOU No. 2 - Concurrent with Agreement No. 8

The Company and the Association agree to provide certain parking in Terminal Two parking structure on the following basis:

1. The Company will act as Licensee and assume the payments and obligations pursuant to the license agreement with Transport Canada.
2. The Company will not unilaterally cancel the license with Transport Canada without the mutual consent of the Association.
3. The Company will provide to the Association, 60 days prior written notice of changes to the license to be instituted by the Company.
4. The Company will provide to the Association, written notice of any change or cancellation of the agreement instituted by Transport Canada immediately upon receipt of same by the Company.
5. Council #23 Parking Committee will have the sole authority to administer the parking plan and to allocate all present and future parking slots.
6. The Master Executive Council will provide to the Company, authorization for payroll deductions for those pilots who are allocated parking slots.
7. The Company will deduct from each pilot allocated a slot, the sum specified in the payroll authorizations. See para 6 above.
8. The Company will remit to Transport Canada, the appropriate monthly parking fee pursuant to the license.

Company/Association contributions will be as follows:

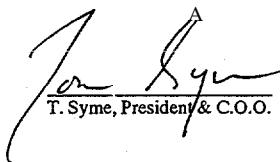
1. Company: \$45.00 plus associated GST per pilot on the Committee parking list.
2. Association: All remaining costs pertaining to Licence YZ0931 which may be recovered in whole or in part through pilots payroll deductions.

LETTER OF UNDERSTANDING NO. 10 (Continued)

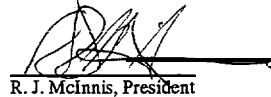
9. Council #23 will hold the Company harmless against financial responsibility for any unused parking allocations.
10. The above noted contributions will be reviewed jointly by the Company and Association every four (4) months and increased on a prorata basis as necessary.
11. In the event that the license is cancelled by either the licensee or licensor, the Company will continue to be obligated to pay for parking as provided in MU NO. 2.

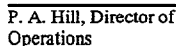
IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 1st day of February in the year 1991.

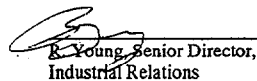
FOR AIR ONTARIO INC.

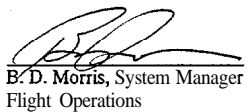

T. Syme, President & C.O.O.

FOR CANADIAN AIR LINE
PILOTS ASSOCIATION


R. J. McInnis, President


P. A. Hill, Director of
Operations


R. Young, Senior Director,
Industrial Relations


B. D. Morris, System Manager
Flight Operations


R. E. Campbell, Chairman,
Air Ontario M.E.C.

LETTER OF UNDERSTANDING NO. 10

Council #23 Airport Parking

Further to LOU No. 2 - Concurrent with Agreement No. 8

The Company and the Association agree to provide certain parking in Terminal Two parking structure on the following basis:

1. The Company will act as Licensee and assume the payments and obligations pursuant to the license agreement with Transport Canada.
2. The Company will not unilaterally cancel the license with Transport Canada without the mutual consent of the Association.
3. The Company will provide to the Association, 60 days prior written notice of changes to the license to be instituted by the Company.
4. The Company will provide to the Association, written notice of any change or cancellation of the agreement instituted by Transport Canada immediately upon receipt of same by the company.
5. Council #23 Parking Committee will have the sole authority to administer the parking plan and to allocate all present and future parking slots.
6. The Mast& Executive Council will provide to the Company, authorisation for payroll deductions for those pilots who are allocated parking slots.
7. The Company will deduct from each pilot allocated a slot, the sum specified in the payroll authorisations. See para 6 above.
8. The Company will remit to Transport Canada, the appropriate monthly parking fee pursuant to the license.

Company/Association contributions will be as follows:

1. Company: \$45.00 plus associated GST per pilot on the Committee parking list.
2. Association: All remaining costs pertaining to Licence Y20931 which may be recovered in whole or in part through pilots payroll deductions.

...../2


9. Council #23 will hold the Company harmless against financial responsibility for any unused parking allocations.
10. The above noted contributions will be reviewed jointly by the Company and Association every four (4) months and increased on a prorata basis as necessary.
11. In the event that the license is cancelled by either the licensee or licensor, the Company will continue to be obligated to pay for parking as provided in LOU No. 2.


IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 1 day of February in the year 1991.

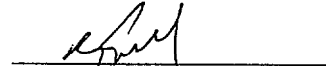
FOR AIR ONTARIO INC.

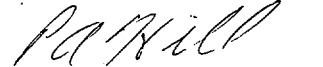
FOR CANADIAN AIR LINE PILOTS
ASSOCIATION

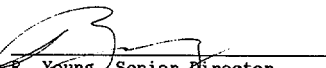

W. S. Deluce, President & CEO

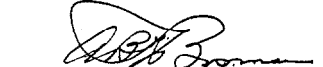

R. J. McInnis, President


B. Deluce, Group
Vice-President
Operations


R. E. Campbell
Air Ontario MEC Chairman


P. A. Hill, ~~Vice-President~~
~~Flight Operations~~ DIRECTOR HR


R. Young, Senior Director
Industrial Relations


A. B. Bosman, Director of
Flight Operations

MERGERAPPENDIX



Canadian Air Line Pilots Association

Headquarters: 1300 Steeles Avenue East, Brampton, Ontario, Canada L6T 1A2 Tel. (416) 453-8210

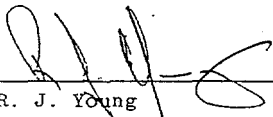
February 1, 1988


Captain Norman S. Bindon
President
Canadian Air Line Pilots Association
1300 Steeles Avenue East
Brampton, Ontario
L6T 1A2

Dear Captain Bindon:

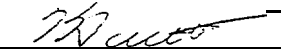
The enclosed seniority list and the provisions attached thereto form the integrated seniority list of the pilots of Air Ontario Limited and Austin Airways Limited and has been compiled and agreed to by the merger representatives of Air Ontario Limited and Austin Airways Limited in accordance with CALPA Merger Policy.


CALPA Merger Representatives
Air Ontario Limited:


R. J. Young


G. A. Leach

CALPA Merger Representatives
Austin Airways Limited


K. A. Hackett


H. T. Riddell

DEFINITIONS

Bump: Means where a pilot may exercise his/her seniority to displace a more junior pilot from his/her base and/or equipment status.

Equipment

status: Means a pilot's status on a particular aircraft type. Example: Convair 580 Captain, or DHC 8 First Officer. In the case of pilots holding dual equipment competency his/her status shall be deemed to be that line status he/she holds on the effective date of this agreement.

Air Ontario

Pilots: Refers to the pilots on the pre-merger Air Ontario Limited Pilots' Seniority List.

Austin Airways

Pilots: Refers to the pilots on the pre-merger Austin Airways Pilots' Seniority List.

CONDITIONS

1. The implementation of a combined Air Ontario/Austin Airways Pilot Seniority List shall not cause the displacement of any pilot from his/her present base and/or his/her equipment status. That is to say there shall be no bumping of pilots from equipment or base by more senior pilots on the combined seniority list.
2. If a pilot on the combined Air Ontario/Austin Airways Pilots' Seniority List is assigned a vacancy on a specific aircraft type at any Air Ontario Inc. base as a result of bidding or otherwise, that position will not be considered permanent for a period of two years.

That is to say, if a reduction in pilot staff occurs in that aircraft type at that base within a period of two years from his/her bid assignment, the pilot most junior not considered permanent shall be the first to lose his/her equipment status and/or base assignment.

3. In the event an opening occurs at any Air Ontario Inc. base on any equipment operated by Air Ontario Inc. or anticipated acquisition of new equipment occurs, it shall be open for bidding in the usual manner and all pilots on the combined Air Ontario/Austin Airways Merged Seniority List shall be eligible to bid in order of the seniority established by the merged list. This clause shall not apply to certain aircraft types and/or conditions specifically covered in this agreement. I.E., CV580, HS748, DHC 8 or equivalent.
4. Pilots currently on the Air Ontario Limited Pilots' Seniority List and holding a CV580 type endorsement will have first opportunity to bid on CV580 pilot positions that may become available in any Air Ontario Inc. base both present and future following the effective date of this agreement prior to the normal bidding process established by the merged Air Ontario/Austin Airways Pilots' Seniority List.
5. Pilots currently on the Austin Airways Pilots' Seniority List and holding a HS748 type endorsement will have first opportunity to bid on HS748 pilot positions that may become available in any Air Ontario Inc. base both present and future following the effective date of this agreement prior to the normal bidding process established by the merged Air Ontario/Austin Airways' Pilots' Seniority List.
6. Captain's bids that become available following the effective date of this agreement on DHC8 or equivalent, CV580, and HS748 aircraft types in the Air Ontario Incorporated pilot bases of YXU/YZR (to be considered the same base for the purpose of this agreement in the event YZR is reopened), YYZ and all new pilot bases will be awarded on a one to one ratio, taking one pilot from the attached list of Air Ontario Limited pilots (Appendix B) to one pilot from the Austin Airways Limited pilots' seniority list (Appendix C) except that the Air Ontario Limited pilots will have first opportunity to bid on YXU/YZR positions.

In the event an imbalance of positions awarded evolves due to the YXU/YZR base preference being given to Air Ontario Limited pilots, a credit equal to the imbalance will now apply to available Captain bids for Austin Airways pilots in YYZ and all new pilot bases.

This provision (6) does not preclude Air Ontario Limited pilots from exercising their seniority and/or bidding rights as established by the merged Austin Airways Limited/Air Ontario Limited Pilots' Seniority List (Appendix A) but is intended to provide the upgrade opportunity from First Officer to Captain position on a ratio basis for the attached list of Air Ontario Limited pilots (Appendix B).

This provision(6) will be in effect until all remaining Air Ontario Limited pilots on the attached list (Appendix B) have been upgraded to Captain status or for a period of five years whichever is sooner.

The first Captains' bid that becomes available will be awarded to the Air Ontario Limited Pilots (Appendix B).

APPENDIX A

AIR ONTARIO INC.
(AIR ONTARIO/AUSTIN AIRWAYS)

Merged Pilot's Seniority List

January 13th, 1988

<u>No.</u>	<u>Name</u>	<u>Date Of Hire</u>		
1.	R. Isaacson	May	1st	1961
2.	R. Nyman	May	1st	1967
3.	R. McLean	August	1st	1967
4.	W. Wilcox	November	3rd	1968
5.	D. Morris	January	24th	1970
6.	A. Reichenbacher	June	11th	1972
7.	R. Perkins	January	15th	1973
8.	R. Murray	April	24th	1973
9.	E. Hansen	May	6th	1973
10.	C. Sykes	May	6th	1973
11.	J. McCann	August	8th	1973
12.	G. Morwood	November	25th	1973
13.	B. Somers	March	19th	1974
14.	S. Wildi	May	10th	1974
15.	D. Bergey	May	29th	1974
16.	G. Drees	May	29th	1974
ii.	S. Neilson	May	29th	1974
18.	Joe Deluce	June	1st	1974
19.	J. Giroux	November	1st	1974
20.	B. Hutcheson	March	25th	1975
21.	James Deluce	June	1st	1975
22.	B. Jewell	August	31st	1976
23.	W. Morris	September	7th	1976
24.	R. Young	October	18th	1976
25.	M. Storozuk	April	1st	1977
26.	L. Morden	May	1st	1977
27.	L. Raymond	June	1st	1977
28.	W. Schwartzentruber	August	8th	1977
29.	Bruce Deluce	April	20th	1978
30.	C. Maybury	September	18th	1978
31.	G. Tessmer	September	18th	1978
32.	J. Stirling	October	16th	1978
33.	B. Morris	October	16th	1978
34.	K. Smith	November	27th	1978
35.	M. Carter	December	1st	1978
36.	J. Byers	December	4th	1978
37.	W. Champagne	January	1st	1979
38.	J. Reynolds	January	1st	1979
39.	T. Wills	January	10th	1979
40.	R. Woods	February	13th	1979

<u>No.</u>	<u>Name</u>	<u>Date of Hire</u>		
41.	G. Papple	February	22nd	1979
42.	R. Stewart	March	5th	1979
43.	O. Gerber	March	5th	1979
44.	R. Bush	March	5th	1979
45.	D. Costello	May	3rd	1979
46.	R. Woodward	May	7th	1979
47.	F. Decicco	May	7th	1979
48.	H. Riddell	May	7th	1979
49.	K. Mills	May	7th	1979
50.	J. Hill	May	14th	1979
51.	D. Smith	October	10th	1979
52.	T. Scafe	October	15th	1979
53.	G. Quenneville	February	11th	1980
54.	G. Acs	July	1st	1980
55.	E. Macaulay	July	1st	1980
56.	J. Zurkan	July	1st	1980
57.	M. Nolan	July	1st	1980
58.	A. Jansen	September	1st	1980
59.	G. Buhler	October	27th	1980
60.	D. Berezuk	January	12th	1981
61.	M. Walsh	February	9th	1981
62.	R. Hall	March	13th	1981
63.	S. Burton	May	11th	1981
64.	J. Morrison	June	9th	1981
65.	W. Meredith	September	1st	1981
66.	D. Lockhart	September	8th	1981
67.	R. Parkes	November	2nd	1981
68.	P. Vukson	May	10th	1982
69.	M. Allan	August	29th	1983
70.	E. Scillitoe	September	1st	1983
71.	P. Hand	March	2nd	1984
72.	K. Hackett	April	2nd	1984
73.	P. Berry	May	1st	1984
74.	M. Hanes	May	28th	1984
75.	K. Rodger	June	11th	1984
76.	P. Kapitan	June	18th	1984
77.	B. McKellar	August	13th	1984
78.	R. Rauscher	August	13th	1984
79.	C. Humby	September	3rd	1984
80.	K. Fox	September	9th	1984
81.	S. Lavoie	September	24th	1984
82.	D. McIntyre	November	26th	1984
83.	G. Armstrong	December	7th	1984
84.	R. Sutton	February	19th	1985
85.	E. Murray	March	1st	1985
86.	D. Cochrane	March	6th	1985
87.	R. Campbell	March	19th	1985
88.	G. Leach	March	21st	1985
89.	E. Bunoza	March	21st	1985
90.	D. Stoger	April	11th	1985

<u>NO.</u>	<u>Name</u>	<u>Date Of Hire</u>		
91.	R. Exell	May	13th	1985
92.	E. King	May	21st	1985
93.	Bernie Deluce	May	30th	1985
94.	B. Olah	May	31st	1985
95.	P. Willi	June	1st	1985
96.	J. Steevie	June	1st	1985
97.	D. Clark	June	1st	1985
98.	D. Kenny	June	1st	1985
99.	L. Davis	June	1st	1985
100.	R. Baines	June	1st	1985
101.	J. White	June	1st	1985
102.	S. Van Luyk	June	1st	1985
103.	S. Hems	June	1st	1985
104.	D. Spitzig	June	1st	1985
105.	L. Johnston	June	1st	1985
106.	B. Klassen	June	1st	1985
107.	P. Jensen	June	1st	1985
108.	J. Robinson	June	3rd	1985
109.	L. Isaacson	June	28th	1985
110.	T. Phillips	July	1st	1985
111.	D. Hussey	August	21st	1985
112.	R. Grimberg	August	22nd	1985
113.	G. Kruschenske	August	26th	1985
114.	E. Schuldes	October	22nd	1985
115.	D. Adamus	October	22nd	1985
116.	J. May	October	28th	1985
117.	C. McManamen	October	28th	1985
118.	S. Jensen	November	1st	1985
119.	P. Scott	November	11th	1985
120.	G. Hoffman	November	11th	1985
121.	P. Warmbold	November	11th	1985
122.	A. Pick	November	14th	1985
123.	P. Young	November	25th	1985
124.	B. Muncaster	December	1st	1985
125.	W. Pullen	December	16th	1985
126.	R. Yorke	January	9th	1986
127.	A. Martensen	January	31st	1986
128.	S. Sterling	March	15th	1986
129.	D. Durant	March	15th	1986
130.	S. Linthwaite	March	15th	1986
131.	P. Wadia	March	21st	1986
132.	G. Harmsworth	April	14th	1986
133.	T. Vlastic	April	15th	1986
134.	R. Faulkner	June	4th	1986
135.	D. Hunter	June	7th	1986
136.	R. Wood	June	7th	1986
137.	D. Power	June	7th	1986
138.	K. Freeman	June	7th	1986
139.	R. Simerson	June	7th	1986
140.	T. Parkhurst	June	7th	1986

<u>NO.</u>	<u>Name</u>	<u>Date Of</u>		
141.	D. Popescu	June	26th	1986
142.	G. Glans	July	11th	1986
143.	N. Cobbett	July	14th	1986
144.	J. O'Hara	July	21st	1986
145.	A. Jamieson	September	8th	1986
146.	S. Hay	October	1st	1986
147.	E. Green	October	22nd	1986
148.	B. Harvey	October	30th	1986
149.	M. Maloney	November	1st	1986
150.	G. Rath	November	26th	1986
151.	H. Juergenson	December	1st	1986
152.	C. McLean	December	15th	1986
153.	G. Vanlangenhove	January	3rd	1987
154.	D. Russell	January	15th	1987
155.	T. Herner	January	19th	1987
156.	A. Grant	January	26th	1987
157.	M. Young	February	16th	1987
158.	P. Deziel	February	16th	1987
159.	D. Burke	February	16th	1987
160.	W. Wolfe	March	11th	1987
161.	C. Purdie	March	23rd	1987
162.	A. O'Dowd	April	13th	1987
163.	K. Baxter	May	4th	1987
164.	A. Enns	May	18th	1987
165.	E. Wall	May	18th	1987
166.	B. Boulton	June	1st	1987
167.	B. Webster	June	1st	1987
168.	M. Nyman	June	11th	1987
169.	K. Marcotte	July	1st	1987
170.	R. Desjardins	July	1st	1987
171.	D. Peyton	July	1st	1987
172.	T. Marcotte	July	1st	1987
173.	R. Sherwood	July	15th	1987
174.	N. Booth	August	10th	1987
175.	G. Ells	August	31st	1987
176.	G. Shuh	August	31st	1987
177.	G. Gillan	August	31st	1987
178.	E. Clifford	September	7th	1987
179.	F. Fauchoux	September	24th	1987
180.	D. Fry	September	24th	1987
181.	N. Kerr	September	24th	1987
182.	B. Jacobsen	September	24th	1987
183.	F. Enns	September	24th	1987
184.	E. Eskenazi	September	24th	1987
185.	D. Fuchs	September	24th	1987
186.	S. Barager	September	24th	1987
187.	E. Ivany	October	1st	1987
188.	G. Nantes	October	1st	1987
189.	B. Willson	October	20th	1987
190.	W. McClinton	October	24th	1987

<u>No.</u>	<u>Name</u>	<u>Date</u>	<u>f</u>	
		<u>Hire</u>		
191.	A. Quick	October	24th	1987
192.	G. Pinkney	November	9th	1987
193.	D. Chant	November	10th	1987
194.	W. Koehl	November	10th	1987
195.	D. Parish	November	18th	1987
196.	T. Northcott	November	30th	1987
197.	D. Williams	December	14th	1987
198.	B. Williams	December	19th	1987
199.	I. Laird	December	20th	1987
200.	J. Brunskill	December	21st	1987

APPENDIX B

LIST OF AIR ONTARIO LTD. FIRST OFFICERS

AS OF JANUARY 13TH, 1988

<u>No.</u>	<u>Name</u>	<u>Date Of Hire</u>		
31.	Brent McKellar	August	13th	1984
32.	Rob Rauscher	August	13th	1984
35.	Eric Murray	March	1st	1985
36.	Glen Leach	March	21st	1985
37.	Ed Bunoza	March	21st	1985
38.	Bernie Deluce	May	30th	1985
39.	Bill Olah	May	31st	1985
40.	Paul Willi	June	1st	1985
41.	Jim Steevie	June	1st	1985
42.	Don Clark	June	1st	1985
43.	Dan Kenny	June	1st	1985
44.	Lynn Davis	June	1st	1985
45.	Ron Baines	June	1st	1985
46.	John White	June	1st	1985
47.	Steve Van Luyk	June	1st	1985
48.	Steve Hems	June	1st	1985
49.	Dusty Spitzig	June	1st	1985
50.	Lee Johnston	June	1st	1985
51.	Bruce Klassen	June	1st	1985
52.	Peter Jensen	June	1st	1985
53.	Mike Maloney	November	1st	1986
54.	Walter Wolfe	March	11th	1987
55.	Tony O'Dowd	April	13th	1987
56.	B. Boulton	June	1st	1987
57.	B. Webster	June	1st	1987

APPENDIX C

TERM PILOT SENIORITY LIST
AUSTIN AIRWAYS LIMITED GROUP

<u>No.</u>	<u>Name</u>	<u>Pilot</u> <u>Seniority List</u>	<u>Company</u> <u>Seniority List</u>
1.	R. Isaacson	1st May 1961	
2.	R. Nyman	1st May 1967	
3.	R. McLean	1st August 1967	3rd June 1956
4.	D. Morris	24th January 1970	
5.	R. Perkins	15th January 1973	
6.	J. McCann	8th August 1973	
7.	Joe Deluce	1st June 1974	
8.	J. Giroux	1st November 1974	
9.	B. Hutcheson	25th March 1975	
10.	James Deluce	1st June 1975	
11.	B. Jewell	31st August 1976	
12.	L. Morden	1st May 1977	
13.	L. Raymond	1st June 1977	
14.	Bruce Deluce	20th April 1978	
15.	K. Smith	27th November 1978	
16.	M. carter	1st December 1978	
17.	J. Byers	4th December 1978	
18.	W. Champagne	1st January 1979	
19.	J. Reynolds	1st January 1979	
20.	T. Wills	10th January 1979	
21.	R. Woods	13th February 1979	
22.	G. Papple	22nd February 1979	27th October 1978
23.	D. Costello	3rd May 1979	
24.	R. Woodward	7th May 1979	
25.	F. Decicco	7th May 1979	
26.	H. Riddell	7th May 1979	
27.	K. Mills	7th May 1979	
28.	J. Hill	14th May 1979	
29.	A. Jansen	1st September 1980	1st November 1979
30.	G. Buhler	27th October 1980	
31.	D. Berezuk	12th January 1981	
32.	M. Walsh	9th February 1981	
33.	R. Hall	13th March 1981	13th September 1977
34.	S. Burton	11th May 1981	
35.	J. Morrison	9th June 1981	
36.	W. Meredith	1st September 1981	
37.	D. Lockhart	8th September 1981	
38.	R. Parkes	2nd November 1981	
39.	P. Vukson	10th May 1982	8th February 1982
40.	M. Allan	29th August 1983	
41.	E. Scillitoe	1st September 1983	
42.	Bernie Deluce	8th October 1983	20th April 1980
43.	K. Hackett	2nd April 1984	
44.	P. Berry	1st May 1984	11th January 1984
45.	M. Hanes	28th May 1984	

<u>NO.</u>	<u>Name</u>	<u>Pilot</u> <u>Seniority List</u>	<u>Company</u> <u>Seniority List</u>
46.	K. Rodger	11th June 1984	
47.	P. Kapitan	18th June 1984	
48.	C. Humby	3rd September 1984	
49.	K. Fox	9th September 1984	
50.	D. McIntyre	26th November 1984	
51.	G. Armstrong	7th December 1984	7th Hay 1984
52.	D. Cochrane	6th March 1985	10th December 1984
53.	R. Campbell	19th March 1985	
54.	D. Stoger	11th April 1985	16th January 1984
55.	R. Exell	13th May 1985	
56.	E. King	21st May 1985	
57.	J. Robinson	3rd June 1985	
58.	L. Isaacson	28th June 1985	7th November 1983
59.	T. Phillips	1st July 1985	
60.	D. Hussey	21st August 1985	
61.	R. Grimberg	22nd August 1985	
62.	G. Kruschenske	26th August 1985	
63.	E. Schuldes	22nd October 1985	
64.	D. Adamus	22nd October 1985	
65.	J. May	28th October 1985	
66.	C. McManamen	28th October 1985	
67.	S. Jensen	1st November 1985	
68.	P. Scott	11th November 1985	
69.	G. Hoffman	11th November 1985	
70.	P. Warmbold	11th November 1985	
71.	A. Pick	14th November 1985	
72.	P. Young	25th November 1985	
73.	B. Mu-caster	1st December 1985	
74.	W. Pullen	16th December 1985	26th June 1985
75.	R. Yorke	9th January 1986	
76.	A. Martensen	31st January 1986	
77.	S. Sterling	15th March 1986	
78.	D. Durant	15th March 1986	
79.	S. Linthwaite	15th March 1986	
80.	P. Wadia	21st March 1986	
81.	G. Harmsworth	14th April 1986	
82.	T. Vlastic	15th April 1986	
83.	R. Falkner	4th June 1986	
84.	D. Hunter	7th June 1986	
85.	R. Wood	7th June 1986	
86.	D. Power	7th June 1986	
87.	K. Freeman	7th June 1986	
88.	R. Simerson	7th June 1986	
89.	T. Parkhurst	7th June 1986	
90.	D. Popescu	26th June 1986	
91.	G. Glans	11th July 1986	
92.	N. Cobbett	14th July 1986	
93.	J. O'Hara	21st July 1986	
94.	A. Jamieson	8th September 1986	
95.	S. Hay	1st October 1986	

<u>NO.</u>	<u>Name</u>	<u>Pilot</u> <u>Seniority List</u>	<u>Company</u> <u>Seniority List</u>
96.	E. Green	22nd October	1986
97.	B. Harvey	30th October	1986
98.	G. Rath	26th November	1986
99.	H. Juergenson	1st December	1986
100.	C. McLean	15th December	1986
101.	G. VanLangenhove	3rd January	1987
102.	D. Russell	15th January	1987
103.	T. Herner	19th January	1987
104.	A. Grant	26th January	1987
105.	M. Young	16th February	1987
106.	P. Deziel	16th February	1987
107.	D. Burke	16th February	1987
108.	C. Purdie	23rd March	1987
109.	K. Baxter	4th May	1987
110.	A. Enns	18th May	1987
111.	E. Wall	18th May	1987
112.	M. Nyman	11th June	1987
113.	K. Marcotte	1st July	1987
114.	R. Desjardins	1st July	1987
115.	D. Peyton	1st July	1987
116.	T. Marcotte	1st July	1987
117.	R. Sherwood	15th July	1987
118.	N. Booth	10th August	1987
119.	G. Ells	31st August	1987
120.	G. Shuh	31st August	1987
121.	G. Gillan	31st August	1987
122.	E. Clifford	7th September	1987
123.	F. Fauchoux	24th September	1987
124.	D. Fry	24th September	1987
125.	N. Kerr	24th September	1987
126.	B. Jacobsen	24th September	1987
127.	F. Enns	24th September	1987
128.	E. Eskenazi	24th September	1987
129.	D. Fuchs	24th September	1987
130.	S. Barager	24th September	1987
131.	E. Ivany	1st October	1987
132.	G. Nantes	1st October	1987
133.	B. Willson	20th October	1987
134.	W. McClinton	24th October	1987
135.	A. Quick	24th October	1987
136.	G. Pinkney	9th November	1987
137.	D. Chant	10th November	1987
138.	W. Koehl	10th November	1987
139.	D. Parish	18th November	1987
140.	T. Northcott	30th November	1987
141.	D. Williams	14th December	1987
142.	B. Williams	19th December	1987
143.	I. Laird	20th December	1987
144.	J. Brunskill	21st December	1987

6th August 1987