

Timeline introduction of the 2010-2015 Tentative Agreement

NOTE: Anything not mentioned below is presumed to be applicable at the ratification of the Collective Agreement

Article	Date of implementation
Article 24 – Pay scales	30 days after ratification
Article 24 – Pay retro	November 30 th , 2011
21.01 – Adjustment/retro per diem (“me-too” clause with PNT)	November 30 th , 2011
Article 32 <ul style="list-style-type: none"> - Transfer DPSP to MSPP - 1% DPSP automatically transferred to MSPP - Application of the 1% employee contribution increase to the MSPP 	November 30 th , 2011
7.04 - Trainers: 15 days off, and system seniority list (pure seniority)	September 30 th , 2011
18.03.01 - 14h GMT	Effective for September bid for October 2011 schedules
SMS Committee and letter of understanding	September 30 th , 2011
10.04.01 – Outside of the bargaining unit accreditation job posting	To be confirmed with employer
14.07.03 –Time bank, two-week withdrawal/direct deposit	September 30 th , 2011 (The payment request procedure must be put in place by the Company.)
16.03.02 & 32.01 (b) –7-day delay for insurance	September 30 th , 2011
26.01 – Duty-free Commissions	November 1 st , 2011
33.06 – Harassment training	In 2012
Annual Lump sum	Second pay of November each year (first payment is on November 30 th , 2011)
Differed leave program	Immediate discussions on the implementation of this program but will be into application depending on Revenue Canada's approval
R1.01.01 & R4.02 – Fatigue factor implementation	The point system analyzing exercise will begin in the fall and will be effective for the schedules beginning in December 2011
R9.10 – New Phone-in time	September 1 st , 2011
R5.11 – « I-bid » options : <ul style="list-style-type: none"> • GDOs • DH by air vs. ground 	Committee *
R5.09 - Language qualified blocs 70%	Committee *
R6.01.01 – Rotating 85 hours over 4-week schedules & new system for E-Crew/Aims	Committee *
R6.02 – increase of untouchable days off, regular blocs	Committee *
New system for open, vacation, flight switch, confirmation number, etc.	Committee *
<p>* COMMITTEE: the timelines relative to all the elements needing programming modifications of our systems (AIMS, ADOPT-PBS, SAP) will be determined by the implementation committee. This committee will be composed of representative of the IT, planning and human resources departments. Union representatives will participate at the committee meetings in order to follow the evolution and progress of the work.</p> <p>* The application of the modifications agreed upon will be done progressively from the date of ratification until spring 2012. The parties will indicate their priorities to determine in what order modifications should be done.</p>	