

2011 TENTATIVE AGREEMENT RATIFICATION VOTE

To: ALL AIR TRANSAT CUPE Members

Date: July 24, 2011

You can cast your vote online or by telephone any time **between July 26 @ 12:00pm EDT (Eastern Daylight Time) and August 3, 2011 @ 12:00pm EDT.**

Remember to use your 9-digit MEMBER'S VOTING CARD!

VOTING INSTRUCTIONS

To vote on the web, log on to www.ivrwebservices.com/cupe/cupe.asp, enter

1. Air Transat's airline identifier number (14)
2. your 9-digit Member's Voting Card number
3. 4-digit PIN number, then follow the prompts on the screen.

To vote by telephone, call **1-800-815-7109** within Canada and the U.S., enter

1. Air Transat's airline identifier number (14),
2. your 9-digit Member's Voting Card number
3. 4-digit PIN number, then follow the voice instructions carefully.

NOTE: If you have lost your PIN, enter any 4-digit number, and you will be prompted to answer your Security Question.

If you experience difficulties registering your vote or can't find your card, please call the Tabulating Committee helpline at **1-866-984-4047 or 416-776-2637 between July 26, 2011 and August 3, 2011** or send an email anytime to attabulating@yahoo.com. Please leave a message with your name, employee number, phone number and email address. We will return your call or email within 24 hours.

In Solidarity,
Maria Zongos, Tabulating chairperson



Montreal July 24th 2011

Subject: Air Transat Component tentative agreement

Dear members,

Here is the tentative agreement document in English and in French. It will also be available on our Component web site: www.atcomponent.com.

Please note that the voting period will be from July 26th at noon Montreal time and until August 3rd 2011 noon Montreal time. Maria Zongos is responsible for the voting process. You should have already received the voting instructions as well on how to recuperate your user number and PIN. Here is Maria's phone numbers (416) 776-2637, 1-866-984-4047 or by E-Mail at the following address:
attabulating@yahoo.com

If you have any questions regarding the contents of the tentative agreement document please contact one of your local officers or a member of the bargaining committee.

Thank you and do not forget to vote! Your vote counts!!

In Solidarity,

Nathalie Stringer, President of the Air Transat Component of CUPE,
on behalf of the bargaining committee.

**AGREEMENT IN PRINCIPLE FOR THE
RENEWAL OF THE COLLECTIVE AGREEMENT**

BETWEEN: Air Transat A.T. Inc.
(THE "COMPANY")

AND: Canadian Union of Public Employees CUPE, Air Transat
Component
(THE "UNION")

WHEREAS the parties have come to an agreement in principle for the renewal of the collective agreement for the period from November 1, 2010 to October 31, 2015.

THE PARTIES AGREE AS FOLLOWS:

- 1) The changes to the collective agreement which expired on November 1, 2010 are those set forth in Appendices A and B attached hereto;
- 2) The said changes represent the content of their agreement in principle;
- 3) The other provisions of the collective agreement which expired on November 1, 2010 remain unchanged;
- 4) The Union and the Company agree to recommend the approval of this agreement in principle to their respective mandators.

Signed in Montreal on July 13, 2011.

Air Transat A.T.

CUPE
Air Transat Component

Appendix A
Accepted on July 8, 2011

PAY

November 2010	1% + 1% lump sum
November 2011	1% + 1.5% lump sum
November 2012	1% + 1.5% lump sum
November 2013	1% + 1.5% lump sum
November 2014	1% + 1.5% lump sum

The lump sums amounts are paid not later than the November 30th pay each year. They are based on the basic salary and overtime earned during the year.

PER DIEM

Me too clause with the pilots' collective agreement.

PENSION PLAN

The employer's contribution in addition to the current amount will be:

- 2011 Transfer of 1% to the MSPP and maintaining of \$350 to the FSQ. If the Union convinces the FSQ, this amount could be paid to the MSPP.
- 2012 1% increase of the employer's contribution.
- 2013 1% increase of the employer or employee contribution to the MSPP in return for the abolition of the profit-sharing plan (bonus).

FD PREMIUM

November 2010	Status quo	\$13.25
November 2011	+ \$0.50	\$13.75
November 2012	+ \$0.50	\$14.25
November 2013	+ \$0.50	\$14.75
November 2014		\$14.75

ABOLITION OF (AFD) POSITION

The AFD position will be abolished as of November 1, 2011.

In November 2011 Air Transat will pay a \$5,000 termination premium for 100 people:

- AFDs in priority
 - FDs
 - If there are still premiums available, the AFDs with the least seniority will be forced to take the premium.
 - Maintaining of 87 AFDs.
- 2012 Maintaining of 47 AFDs.
2013 No AFDs.

BONUS PLAN

Delete section 24.01

GMT 14:00 CLAUSE

Air Transat confirms its acceptance of the Union's demand as indicated in its May 30, 2011 package.

IN-FLIGHT REST

As indicated in its May 30th package, Air Transat accepts the Union proposal, provided that this article will only take effect when the cabin reconfiguration has begun on planes which will be reconfigured with comfort cabin crew seats. When a Cabin Attendant works on a plane which is reconfigured, he or she may sleep on board during his or her legal rest periods.

Cabin Personnel will be entitled to sleep on all night flights during their legal rest period immediately, whether or not the plane is reconfigured.

GROUP INSURANCE

Air Transat accepts the Union proposal regarding the joint insurance committee.

32.03 The Union proposes the following text:

"e) a joint committee made up of two Company representatives and two Union representatives to discuss changes to and the renewal of the insurance contract. The committee will meet twice a year. However, when the insurance contract is renewed, the committee will meet as needed. The committee members may ask experts to attend meetings with them as required. The employer will provide any information regarding the Cabin Personnel insurance file. (Statistics involving costs and experience from the previous and current years). The committee may ask to meet the insurance company where necessary."

CAM MANUAL

Air Transat will give all a copy of the manual to all flight attendants.

CABIN INSTRUCTORS

Air Transat accepts Union proposal S-8

- 15 days off and the Union will withdraw the grievance.
- That the 6 hours for YYZ and YVR apply to YUL.

NARROW-BODY AIRCRAFT

Air Transat is changing its demand to introduce 2 levels rather than 3 (\$24.00; \$25.00) to the pay scale and reduce the rate from \$33.71 to \$30.00 corresponding to level 2 of the current scale.

The 140 people who began with Air Transat in June 2011 will remain at the current level 1, which will become level 3 after this agreement. The 140 affected people will receive the salary

and lump sum adjustment as if they were at level 3 of the new wage scale. The 75-hour guarantee will not apply to them, but the 12 calendar month period will exceptionally apply to them.

GENERAL REMARKS

The agreements already entered into during the collective bargaining are confirmed (as indicated in Air Transat's May 30, 2011 proposal). All provisions which have not been settled and are not covered by that proposal remain at the status quo.

APPENDIX B

**LIST OF AGREEMENTS BETWEEN AIR TRANSAT
AND THE CANADIAN UNION OF PUBLIC EMPLOYEES FOR THE RENEWAL OF THE
COLLECTIVE AGREEMENT**

July 13, 2011

INTRODUCTION – DEFINITIONS

Special Assignment:

“Any temporary position posted at the Company which does not conflict with another certification where the Cabin Attendant performs duties other than those related to safety and in-flight service; however, they may take place in flight or on the ground. A Cabin Attendant given such an assignment shall keep his rights under the collective agreement.”
(New definition)

I.O.U.:

“When a day or more than one day is given to a Cabin Attendant, a warning will be given to the Cabin Attendant the following month prior to the end of the schedule selection period.”
(Amendment to the definition)

ARTICLE 3 - UNION RECOGNITION

- 3.03** Agreement respecting the protection of Cabin Personnel jobs to the same effect as that agreed to with the pilots during the last negotiation of the collective agreement which is attached to the proposals involving the introduction of a fleet of narrow-body aircraft.
- 3.07** *“The Union shall have access to the Union office to collect Union files and equipment with the supervision of a representative of the employer.”*
- 3.08** *“The Union shall have 2 hours with the new or current FDs during training. Such 2-hour period must be complete and the time will be determined by the Training Department.”*

ARTICLE 5- AWARDING OF BLOCKS

- 5.03.01 and 5.03.02** Establish the basis of pay in the collective agreement at 88 hours at his pay rate when appointed including any FD premium.

ARTICLE 7- CLASSES OF CABIN ATTENDANT

- 7.02.04** The 225-hour probationary period shall begin at the end of the FD’s training. The FD will be maintained in his job until the end of the probationary period, i.e. 6 months following the end of his training unless the FD clearly is unable to perform.
- A single training program will be set up, for both new and current FDs.
- The training program content shall be determined by the Employer.
- The FD shall remain in his classification for a 3-year period.
- 7.04** **Cabin Attendant Instructor/Cabin Safety Training**
Change the text so the guaranteed hours are adjusted according to the letter of understanding to 88 hours per month.

Instructors who are not released full-time for the month must receive 6 hours per day. The hourly rate is paid at the FD's rate.

Any work over and above 160 hours in the same month of work will be paid at time and a half.

Cabin instructors are governed by the clauses of the collective agreement.

In performing his duties, the Cabin Attendant instructor does not have disciplinary authority within the meaning of Article 29.”

“Cabin Attendant instructors may give the following training:”

- *Initial training of new Cabin Attendants*
- *Annual training for Cabin Attendants*
- *RCR-DEA every year for FD and AFD*
- *First aid per 2-year period for each Cabin Attendant*
- *Training of new FDs and AFDs*
- *CRM training with the FDs*
- *Services training*
- *Other commercial training requested by the Company*
- *The Cabin Attendant instructors work on the drafting, translation and creation of training programs*

ARTICLE 8 – HEALTH AND SAFETY

8.02.03 Add that training chosen by the joint committee will be offered every two (2) years and paid for by the Employer.

8.03.4 Add to paragraph: “The Employer shall notify the Health and Safety Committee as soon as it becomes aware that a Cabin Attendant has been in contact with an infectious disease. The Employer shall notify the Cabin Personnel operating a flight whether there is a possibility of coming into contact with a contagious person.”

8.06 Every month, the employer shall automatically provide a list of Cabin Personnel injured at work, as well as their temporary assignment.

New paragraph:

8.07 Add that when there is a serious incident on board a flight, the Cabin Attendant, following a debriefing, will be offered a rest period greater than his legal rest before returning to his regular work. The affected Cabin Attendant(s) shall speak to a member of the Union Health and Safety Committee before returning to work.

8.08: Addition of a SMS Committee.

ARTICLE 10 - SENIORITY

- 10.01.02** Recognition of seniority – cabin instructor
The seniority of Cabin Personnel applies for this group.
- 10.04.01** *“A Cabin Attendant may apply for positions outside the bargaining unit for a maximum of 12 months. After the 12-month period, he shall lose his seniority.”*

ARTICLE 11 – FILLING OF VACANT POSITIONS

- 11.09** Removal of 4th paragraph.
- 11.13** A FD who is unable to fulfil his duties for exceptional reasons shall submit a written request to In-Flight Service for **a permanent downgrade** to flight attendant.

The Union is asking that, if there are too many FDs for a month, the most senior to the least senior FD be downgraded on a rotating basis in order to be fair.

ARTICLE 13 - LEAVE OF ABSENCE WITHOUT PAY

- 13.01.02** Change the paragraph to state that a Cabin Attendant can maintain his group insurance for more than 30 days, but in that case, he must pay his share of the premiums and those of the employer.

ARTICLE 14 – LEAVE OF ABSENCE WITH PAY

- 14.01** After Spouse, add “...spouse’s children.”
- After Grandparents, “...uncle, aunt, nephew, niece, son-in-law, daughter-in-law, step-son and step-daughter”.
- Extend the leave by one day for a funeral more than 250 kilometres away.
- 14.07.03** Change the paragraph so that a person on parental leave or leave without pay may receive an amount from his time bank automatically, upon request, every 2 weeks or once a month.

New paragraph:

- 14.09** Deferred pay leave programs, for 3-month, 6-month or 1-year periods or any other period of time on which the parties may agree. (ok for this phrase in yellow but please make sure it is added in French)The parties shall agree on the terms of the program and the program shall comply with applicable tax legislation.

ARTICLE 15 - VACATION

- 15.17** Change the text to allow a Cabin Attendant on the preventive leave program to take his vacation, at his option, before or after the preventive leave.
- 15.19** Change the paragraph to allow vacation to be granted according to the Cabin Attendant’s seniority at the new base to which he is transferred.

- 15.21 There is an agreement in principle that the FD's salary is guaranteed for the year.
- 15.24 Add that a Cabin Attendant who missed his departure for a trip already reserved due to a delay in his flight will be reimbursed for the costs associated with the cancellation or postponement of his vacation.
The Employer's acceptance is conditional on the costs being incurred and directly related to the Cabin Attendant's travel and lodging.
- 15.25 Change the text to ensure that this section is applied and that the vacation periods which become available are granted.

ARTICLE 16 – SICK LEAVE

New paragraph:

- 16.01.03 Increase the maximum advance a Cabin Attendant may receive to 36 hours.
- 16.02.03 The Medair Memorandum will also be added to the collective agreement. Set up a procedure for cases where a Cabin Attendant becomes ill or is injured outside his base.
- 16.03.02 Change the text so that the waiting period begins at the beginning of the sick leave and is calculated in calendar days.

ARTICLE 17 - MATERNITY, PATERNITY AND CHILD CARE LEAVE

- 17.10 Replace "paternity leave" by "spousal leave"
- 17.11 At the end of the paragraph, add "or the adoption of the child".
- 17.12.02 Desexualize the article by using the word "partner", for example.
- 17.15 Add that, if the leave without pay is extended for another year, the Cabin Attendant may maintain his group insurance and retirement plan by paying his share of the premiums and contributions and those of the employer.
- 17.15 Add that, following maternity leave, the Cabin Attendant may ask for a mini-block of up to one year rather than leave without pay extended by one year.
- 17.16.05 Transfer the paragraph to article 17.04.01.

ARTICLE 18 - TRANSPORTATION ALLOWANCES AND PARKING

- 18.01 b) Change so that the Cabin Attendant is sent to the closest approved hotel.
- 18.02 The Company suggests consulting the Union on the location of the parking lot.
- 18.03.01 Add that there will be no deadheading:
 - After an overseas flight to the East or a deadhead flight scheduled to arrive

after 14:00 GMT.

- 18.03.01** Deadheading must never be on standby. Deadheading must always be on flights with assigned numbered seating before or after operating a flight.

ARTICLE 19 - REST PERIODS, REST FACILITIES AND HOTEL ACCOMMODATIONS

- 19.03** Clarify the text to specify that the 20-hour period is calculated block to block.
- 19.05** Add: 1 additional room for 2 Cabin Attendants, when the wait is more than 3 hours and up to 6 hours

ARTICLE 20 – UNIFORM

- 20.01.04** Add that, if the Cabin Attendant has gained or lost weight and has to change his uniform, the Employer will replace it or pay for the necessary alterations.
- 20.02** The suitcases and travel bags of union officers are renewable on the same terms as all Cabin Personnel; however, if a new model becomes available, they may obtain the new model as soon as they return to active duty as a Cabin Attendant.
- If the change of suitcase is due to a health and safety issue, it will be replaced for union officers who are fully released from work.

WOMEN

ITEMS

1 skirt 1 jumper 1 dress 1 pair of pants

RENEWAL

Every 2 years

(The Cabin Attendant's choice of a combination of 3 of the above)

1 jacket or an additional pair of pants

Yearly

1 cardigan

Every 2 years

2 silk scarves

Yearly

1 apron

Every 2 years

6 blouses – short sleeve and/or long sleeve (whatever the Cabin Attendant prefers)

Yearly

1 belt

Every 2 years

2 insignia pins

Every 2 years

1 wool scarf

Every 2 years

1 purse

Every 2 years

1 all-season coat

Every 4 years – Upon request

ACCESSORIES

1 suitcase

Every 5 years

1 wheeled carry-on suitcase

Every 3 years

1 tote bag

Every 3 years – upon request

MATERNITY UNIFORM

1 jumper

1 pair of pants

(the Cabin Attendant's choice of a combination of 3 of the above)

4 blouses – short sleeve and/or long sleeve (whatever the Cabin Attendant prefers)

1 all-season coat (on loan as needed)

1 jacket (on loan as needed)

MEN

ITEMS

RENEWAL

1 jacket or an additional pair of pants

Yearly

3 pairs of pants

Every 2 years

2 tie clips

Every 2 years

6 shirts – short sleeve and/or long sleeve (whatever the Cabin Attendant prefers)

Yearly

2 ties

Yearly

1 apron

Every 2 years

1 belt

Every 2 years

2 insignia pins

Every 2 years

1 cardigan

Every 2 years

1 wool scarf

Every 2 years

1 all-season coat

Every 4 years – upon request

ACCESSORIES

1 suitcase

Every 5 years

1 wheeled carry-on suitcase

Every 3 years

1 tote bag

Every 3 years – upon request

20.07.01 The Company will compensate a Cabin Attendant for the loss/theft of his luggage and its contents, up to a maximum of seven hundred fifty dollars (\$750), when such loss/theft occurs while the Cabin Attendant is on duty or during a layover. This amount shall not include the cost of replacing luggage, which shall be paid by the Employer.

- 20.07.02** In the event of a temporary loss of his luggage while away from his home base, a Cabin Attendant will be granted an allowance of two hundred dollars (\$200), effective immediately at the time of his arrival at the hotel without his luggage, and of fifty dollars (\$50) for each subsequent period of twenty-four (24) hours, up to a maximum of six hundred dollars (\$600).

ARTICLE 21 - EXPENSE ACCOUNTS, MEAL ALLOWANCES AND OTHER ALLOWANCES

- 21.05** Text amended to add vaccinations against hepatitis A and B, and any other new vaccination to protect against an epidemic, as well as the medications required for the trip. According to the recommendation of the Company's doctor, the cost of the necessary vaccinations will be paid by the Company.

21.06 **Illness away from base**

Added that, if a Cabin Attendant is ill away from his home base and must remain there, the daily per diem as well as the hotel are paid until his return to his home base.

The employees shall compensate the Company for any amount received as such from another source (insurer).

Added that the Employer must pay travel and communication costs which are necessary during his stay away from home due to illness, which the Company considers reasonable and relevant.

The Medair Memorandum will also be added to the collective agreement.

ARTICLE 22 - SPECIAL ASSIGNMENTS AND PUBLIC RELATIONS IN-FLIGHT AND ON THE GROUND

- 22.01.01** Add that a list of accepted applicants will be published.

- 22.02 Add that a list of accepted applicants will be published

- 22.02.01** Air Transat proposes that a Cabin Attendant thus assigned receive a 4-hour credit. Travel and lodging expenses will be paid by the Company. If the Cabin Attendant wishes to use his own means of transportation, the Company will reimburse a maximum of 150 kilometres round trip.

- 22.02.02 c)** Added that, for special assignments on the ground, the mileage will be paid or the expenses related to public transportation will be reimbursed, as the Cabin Attendant prefers.

New paragraph:

- 22.03** If a Special Assignment is directly related to a committee provided for in the collective agreement, the members of such committee will be priority and removed from their pairing or a flight if time and operational needs so allow.

ARTICLE 23 - PAYMENT OF SALARIES

- 23.02.01 1.** Add that any pay reductions will be taken on the 15th day of the month rather than the end of the month pay, if the adjustments are part of the flight and credit sheets.

New paragraph:

23.02.01 3. Change the text to stipulate that the pay will be deposited on the business day before a holiday including the statutory holidays of each province.

ARTICLE 24 – RATES OF PAY

24 Air Transat proposes maintaining the FD’s salary when there are operational or seasonal adjustments. However, under exceptional circumstances and a substantial reduction of staff, the rate of pay will be adjusted to the Employee’s actual classification.

PROPOSAL RESPECTING THE INTRODUCING OF A FLIGHT OF NARROW-BODY AIRCRAFT

	Current	Proposal
12 months		\$24.00
12 months		\$25.00
12 months	\$27.07	\$27.07
Level 2	\$33.71	\$30.00
Level 3	\$35.57	\$35.57
Level 4	\$37.42	\$37.42
Level 5	\$39.27	\$39.27
Level 6	\$41.26	\$41.26
Level 7	\$43.32	\$43.32
Level 8	\$44.41	\$44.41
Level 9	\$46.42	\$46.42
Level 10	\$48.52	\$48.52

Note 1: Cabin Attendants at scales \$24 and \$25 will be guaranteed 75 hours’ pay monthly. The pay progression for scales \$24 and \$25 will take place every 12 calendar months.

Note 2: If Air Transat decides not to introduce narrow-body aircraft before November 1, 2014, it will return to the original scales retroactively.

Note 3: This proposal is applicable to the operation of B-737 and A320 aircraft.

Note 4: Air Transat will hold CUPE harmless with respect to any dispute relating to the legality of these new scales. However, CUPE agrees to impress the legality of these new scales upon its members.

Note 5: Air Transat agrees to use narrow-body aircraft which it may introduce to its fleet in order to keep growing its business and compete with air carriers with which Transat and its subsidiaries may have contractual agreements.

Note 6: Air Transat reiterates its proposal respecting job protection which involves signing a letter of understanding similar to that of the Pilots.

ARTICLE 26 - COMMISSION, DUTY-FREE SHOP AND DOMESTIC FLIGHTS BOUTIQUE

26.01 Go back to the former system for distributing commissions, i.e. the total boutique sales for all bases divided by the number of Cabin Attendants.

The deductions of duty-free losses which are made on board only. The duty-free committee will receive a list of losses as back-up.

Clarify the text so that a Cabin Attendant who has had a work accident compensated by the CSST, the WSIB or the WCB [and] fully released union officers receive the indemnity adjusted to take account of commissions.

ARTICLE 27 - UNION / EMPLOYER COMMITTEES

27.02 Addition of environmental committee to the list.

The Company pays the travel and lodging costs of Cabin Attendants released to participate in meetings of the committees contemplated by this provision. The night preceding the meeting will be paid by the Employer for travel between Toronto and Montreal and one night following the meeting will be paid by the Employer for travel between Vancouver and Montreal or Toronto.

27.02.10 Change the name of the committee to "Interline".

ARTICLE 28 - GRIEVANCE PROCEDURE

28.10 Change the text so the Employer sends the necessary documents to the Union within 10 business days.

ARTICLE 29 - DISCIPLINE, DISCHARGE AND PERSONAL FILE

29.03 **(The French and English are different in the collective agreement):**
Change the text so that the Cabin Personnel and the Union are notified in writing before the meetings, by letter and e-mail.

29.06.01 a) During meetings under Article 29, for the Toronto base, the meetings will take place in the Handlex offices if they are available.

29.09 Air Transat proposes that any unfavourable comment about another Cabin Attendant be made using an appropriate communication tool allowing the Cabin Attendant in question to learn of it.

ARTICLE 32 - EMPLOYEE BENEFITS PLAN

32.01 Remove paragraphs f) and g) and insert a new article entitled "**PENSION PLAN**".

"The union will make representation in front of the FSQ in order to cease the mandatory contributions"

The contribution of the employees on top of the actual amount will be increased in the following manner:

2011 Increase of MSPP of 1%
2012 Increase of MSPP of 1%
2013 Increase of MSPP of .5%
2014 Increase of MSPP of .5%

32.01 b) Change the waiting period from 7 business days to 7 calendar days.

ARTICLE 33 – NON-DISCRIMINATION

33.03.01 Add that the In-Flight Service Department will not be involved in the process for assisting and receiving a complaint of harassment.

New paragraphs:

33.06 Add that training on harassment at the workplace will be offered, at the Employer's expense, throughout the term of the collective agreement.

ARTICLE 35 - DURATION OF AGREEMENT

35.02 Air Transat agrees to consult the Union when introducing new classes of service, new cabins or new sections.

BLOCK RULES

ARTICLE R1 - INTRODUCTION

B1.01.01 Add a system for recognizing the fatigue factor in creating pairings and designing schedules. This system will be similar to that of the pilots, letter of understanding # 29.

ARTICLE B2-PREPARATION OF BLOCKS

B2.02 Change the time to from 17:00 to noon.

ARTICLE B3-PAIRINGS

B3 Limit the number of pairings to 8 days.
Limit the number of hours in a pairing of 8 days.
With a cap of 52 hours.

ARTICLE B4-AWARD INFORMATION

B4.02 Add the fatigue factor to the list.

- B4.03** Make a system providing proof of the sending of all requests available to Cabin Personnel.

ARTICLE B5-BLOCK AWARDS

- B5.09** At the Cabin Attendant's choice, a maximum of 70% of the flight hours of any Cabin Attendant who is language qualified will be hours on flights with a linguistic requirement. The difference in hours will be given by seniority at the Cabin Attendant's option. Flights not covered by Cabin Attendants who are language qualified will be given to Cabin Attendants on reserve with partial reserve schedules and flights which are qualified as being with foreign languages. The flight and reserve days ratios must be discussed.
The purpose of this new method of awarding flights is to avoid forced flights.

New paragraph:

- B5.11** Add to the list of all selection options:
- Ground Deadhead.
 - untouchable guaranteed days off.

Add that the Company agrees to notify the committee before any change in PBS.

ARTICLE B6-LIMITATIONS, REST PERIODS AND DAYS OFF

- B6.01.01** Add a paragraph stating that a Cabin Attendant may voluntarily refuse to have imposed on him 2 periods of 85 hours in 2 weeks on a 4-week rotating period.
- B6.02** Increase the untouchable days from 3 to 4, 4th day is added at the end of a period of days off.
- B6.03.01** Add that the duty period for a Cabin Attendant in training begins 1 hour before the training begins.

New paragraph:

- B6.04.04** Add that, in the event of a delay, the Crew Scheduling Office should notify the Cabin Personnel at their hotel as quickly as possible, through a silent or flashing light system, or by slipping a message under the door indicating the new departure time.
- B6.06.02** Clarify the means of communicating the revised routing.
- B6.10.03** Add varied and balanced healthy meals and snacks, available in sufficient quantities. The meals and snacks must be developed by a trained dietician and be changed regularly.
The same provisions as the pilots' agreement.

ARTICLE B7-REASSIGNMENT

- B7.03** Amend the text to change the time for calling the CSO from 19h to 20h (local time) at the home base.
- B7.04.01** Amend the text so that the hours to be reassigned are redistributed to Cabin Personnel fairly and by reverse order of seniority.
- B7.08** Reassignment. Clarify the clause with an example.

ARTICLE B8-OPEN PAIRING

- B8.02** The Union wants to ensure that the itinerary is indicated for each open pairing. The text does not need to be changed.
- B8.02.01** Add to the paragraph the Employer's obligation to post any open flight to ensure that it is automatically in the system.
- B8.08.02** Add the remark (last paragraph) that all flights under sections B8.08.01 and B.8.08.02 must be assigned at least 12 hours before departure.

ARTICLE B9-RESERVE

- B9.01** Amend the English text to "block holder WILL be used...."
- B9.05** Amend the text to force the Employer to replace a Cabin Attendant who is language qualified with a Cabin Attendant on reserve who is language qualified in priority.
- Amend the text to take into account hours of vacation credits, sick days and union leave during assignments on reserve.
- B9.06** Amend the text so that the CSO Department offers all pairings available when a pairing on reserve is assigned, as the Cabin Attendant prefers.
- B9.09** Reduction from 3 to 2 calls during an assignment on reserve.
- B9.10** Amend the text so that a Cabin Attendant on reserve may have 3 ½ hours to report to work. The phone-in should be changed to 2 hours and 45 minutes before the flight.
- BB.11** Amendment of the AM/PM hours of reserve to have equal 12-hour periods.
- 03:00 – 15:00 AM
 - 15:00 – 03:00 PM

New paragraph:

- B9.15** Text when wrongly assigning a pairing to a reserve Cabin attendant . A Cabin Attendant must have a rest period. The 4-hour flight credits for the month.

ARTICLE B11-SHARED BLOCKS AND MINI-BLOCKS

B11.01 Add text to insert letter of understanding # 23, long-term mini-block.

ARTICLE B12-TRIP EXCHANGES

B12.03 Amend the text so that the minimum is 40 hours and the maximum is 95 hours.

ARTICLE B13 –LEGAL REST PERIODS

B13.01.05 Amend the text to clarify the Article and increase the prone rest legal rest period to 9 hours.

B13.01.06 Amend the text to increase the prone rest period to 9 hours.

Amend the text to avoid confusion with the legal prone rest period.

B13.07 Add that the day must be given at the Cabin Attendant's option. We should integrate letter of understanding # 16 into the collective agreement.

ARTICLE B15 - CREDITS AND PAY

B15.03 Add a premium equal to 30 minutes, applicable to the pay only, for the FDs, for all flights leaving [and] arriving in Canada at any home base.

B15.04.01 Add that a Cabin Attendant assigned for over 50% of his flight hours at a greater classification will be paid the higher pay, for the entire month.

B15.05 Air Transat proposes the following change: "...will be granted two (2) hours of flight time credits per duty period during which the Cabin Attendant is required to use his language qualifications.

ARTICLE B18 - SUB-CONTRACTS

Preamble: Change to specify that this letter of understanding applies to all Cabin Personnel (FD, FD instructors, cabin attendants and instructors).

Change so that the Employer is required to notify the Union within 7 business days following the signing of the contract in order to negotiate any particular work conditions.

Moving of vacation and training for sub-contracts.

Air Transat accepts the union proposals covering the following letters of understanding:

LETTER OF UNDERSTANDING # 1

Re: Expense account (Article 21.01)

To be incorporated into Article 21.01 of the collective agreement.

LETTER OF UNDERSTANDING # 2

Re: Travel benefits (Article 34)

To be incorporated into Article 34 of the collective agreement at points 1 and 2.

LETTER OF UNDERSTANDING # 3

Re: Air rage

The Union wants to withdraw this letter of understanding.

LETTER OF UNDERSTANDING # 4

Re: Articles 11.09.01 and 11.12 – Language qualifications of FD's/AFD's

Keep as a letter of understanding.

LETTER OF UNDERSTANDING # 5

Re: Safety reporting programs

To be incorporated into Articles 8 and 27 of the collective agreement.

LETTER OF UNDERSTANDING # 6

Re: Seat on QSMC

To be incorporated into Articles 8 and 27 of the collective agreement.

LETTER OF UNDERSTANDING # 7

Re: Health and Safety Policy Committee and Safety and Security Working Group (SSWG)

To be incorporated into Articles 8 and 27 of the collective agreement.

LETTER OF UNDERSTANDING # 8

Re: Crew Seats

Adapt, according to the request in Article B6, and incorporate into section B6.10.02 of the collective agreement.

LETTER OF UNDERSTANDING # 9

Re: Reporting hours of work for the purposes of EI records of employment:

To be incorporated into the appendices of the collective agreement.

LETTER OF UNDERSTANDING # 11

Re: \$100 premium on December 24th, 25th, 26th and 31st and January 1st and 2nd.

The Union wants to incorporate this letter in Article 15 of the collective agreement.

LETTER OF UNDERSTANDING # 12

Re: Blue Pass

The Union wants to withdraw this letter of understanding.

LETTER OF UNDERSTANDING # 13

Re: Group Insurance

According to the discussions in Article 32 and the setting up of a joint committee.

LETTER OF UNDERSTANDING # 14

Re: Pension Plan

The Union wants to withdraw this letter of understanding.

LETTER OF UNDERSTANDING # 15

Re: No show-Phone-in

To be incorporated into Article B4.05 of the collective agreement.

LETTER OF UNDERSTANDING # 16

Re: I.O.U.

To be incorporated into the collective agreement.

LETTER OF UNDERSTANDING # 17

Re: E-Crew

To be incorporated into the collective agreement (several articles).

LETTER OF UNDERSTANDING # 18

Re: Rest facilities in event of delay if room already vacated

To be incorporated into Article B6.04.01 of the collective agreement.

LETTER OF UNDERSTANDING # 19

Re: Rest area for use of cabin personnel

To be incorporated into Article B6.10.02 of the collective agreement.

LETTER OF UNDERSTANDING # 20

Re: Vacation before or after annual vacation

To be incorporated into Article 15.05 of the collective agreement.

LETTER OF UNDERSTANDING # 21

Re: Option plus

The Union wants to withdraw this letter of understanding.

LETTER OF UNDERSTANDING # 22

Re: Conference call and face-to-face meeting CPS

The Union wants to withdraw this letter of understanding.

LETTER OF UNDERSTANDING # 24

Re: Deadheading on jumpseat

To be incorporated into Article 18.03.01 of the collective agreement.

NEW LETTER OF UNDERSTANDING

Re: Respecting committee procedure

Letter to be signed and the collective agreement should be adjusted.

NEW LETTER OF UNDERSTANDING

Re: Changes to Article 27.02.09, Service Committee

New letter to formalize the new operation of the Service Committee.

NEW LETTER OF UNDERSTANDING

Re: Setting up of a computer management system

New letter respecting the setting up of a computer system which will allow the following functions:

- Daily list of all open flights.
- List of flights for exchanges or donations; exchanges and donations will be managed automatically.
- See the hours accumulated for each Cabin Attendant on reserve, as the months go by.
- Vacation available during the year and assignment to Cabin Attendant by seniority.
- Automatic granting of annual vacation.

Air Transat proposes this letter of understanding for the new flight director program.

PREAMBLE

FDs on the position when the 2011 collective agreement is ratified will be maintained in their positions.

SELECTION OF FDs

The FD positions will be awarded by seniority.

TRAINING PROGRAM

Meetings will take place with the current FDs to present to them Air Transat's expectations with respect to the role and duties of the position of flight director. FDs will have the choice of remaining in their positions or return to work as a cabin attendant according to operational needs.

The current FDs are subject to the same tests as new FDs. However, Air Transat does not expect to use the results of these tests for selection purposes, but to allow the Employee already in the position to improve.

Cabin Personnel who have already been FDs and who voluntarily withdraw their name permanently will be considered new FDs.

EVALUATION

The beginning of the probationary period once the training is completed.

The results of the current evaluation program are presented to each FD periodically to see whether improvements in their performance are necessary.

On-board sales may be discussed with the Employer.

FLIGHT REPORT-COMMUNICATION-EQUIPMENT

A more current communication system for transmitting flight documentation will be available to FDs. The communication system chosen will be the property of Air Transat and will only be used for professional purposes.

ON-GROUND DUTIES

The FD will not perform any duty normally performed by another group on the ground. Instead, he will extend his customer service duties and ensure that passengers are looked after by agents on the ground.

REWARD PROGRAM

The FD will have all the tools required to properly use the reward program, for both passengers and crewmembers. The proper use of this program will not lead to disciplinary action.