



A MESSAGE FROM THE PRESIDENT



PAY PROGRESSION IS RESOLVED

Dear members,

I'm happy to inform you all that the Union has reached an agreement with Air Canada regarding the outstanding Pay Progression issue.

As most of you may already know, the Union and the Company had a disagreement in the application of the provision of Article 5.13.03 in our Collective Agreement, and we've been working to resolve this matter for the past few months. But earlier this week, the Company announced that they would respect the Union's application of the Pay Progression issue, and agreed to implement this article as per our request. This is no small matter - the effect of this is to advance pay progression for everyone not at top of scale by almost two months (or pursuant to their adjusted service rate).

Going forward, Air Canada agrees to apply the language of Article 5.13.03 as per the Union's understanding. The language will apply to every employee not at top-of-scale salary, and will be applied retroactively to the beginning of the block month following ratification (December 2015).

Air Canada is currently verifying how quickly retroactive adjustments can be made for employees who progressed between December 2015 and today's date. Further information should be forthcoming soon.

The Union would like to thank the Company for agreeing to apply this language as per the Union's position, and also for recognizing how important this issue was for our members, especially those at lower ends of the pay scale.

This specific agreement was accomplished by holding mutually respectful, direct and persuasive talks with the employer, and as such, the Union will not have to file a collective grievance on this matter, saving our members the lengthy wait period and high costs that comes with an arbitration. When disagreements such as this one can be resolved via respectful diplomacy rather than avoidable legal proceedings, we make small but significant steps forward in strengthening the working relationship between Flight Attendants and Air Canada, to the benefit of both parties. We truly hope that this type of proactive, direct and fair conflict resolution process can become more commonplace in the months and years ahead.

In solidarity,

Michel Cournoyer
President, Air Canada Component of CUPE