

BETWEEN

**AIR CANADA
("The Corporation")**

-and-

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
("The Union")**

WHEREAS in the wake of operational changes arising out of the Covid-19 pandemic, the Cargo business unit has initiated freighter type flights.

WHEREAS the operational and logistical requirements to adequately service the above-mentioned freighter type flights requires additional flexibility in the management of workforce schedules for Freight Operation shift lines;

WHEREAS at local level, the Corporation and the Union have engaged in discussions regarding the above-mentioned flexibility requirements for the YUL Cargo operation;

AND WHEREAS Memorandum of Agreement #12 of the Air Canada/IAMAW Collective Agreement provides for no compressed shifts in YUL Cargo.

AND WHEREAS the Union, and the Corporation ("the Parties") wish to settle this matter in a full and final manner.

NOW THEREFORE the Parties agree as follows:


1. The preamble forms an integral part of this Memorandum of Agreement ("Memorandum").
2. On a one-time, exceptional basis, shift lines identified by the YUL Cargo management team as Freight operation lines, can see the start/stop time of shifts altered any number of times up to seven (7) days prior to the associated freighter departure.
Note: modification to shift patterns/rotations (5/2, 4/4 etc.) are not comprised in this agreement and remain subject to the union's right to grieve.
3. The YUL Cargo management team will identify to the union, at local level, all lines deemed to be Freight operation lines.

4. Notwithstanding the provisions Memorandum of Agreement #12 of the Air Canada/IAMAW Collective Agreement, the YUL Cargo managements team may introduce compressed shifts as it deems required.
5. The present Memorandum will remain in effect for the duration of the 2020-2021 winter shift schedule. Any extension must be agreed to in writing by both parties.
6. The Parties accept this Memorandum as a full and final agreement of all matters whatsoever relating to this issue. Other than to enforce the terms of this agreement the Union will not initiate or proceed with any grievance, arbitration, civil action or proceed before any other tribunal whatsoever including any human rights complaints.
7. This Memorandum is made without prejudice or precedent to any other existing or future matters between the Union and the Corporation.

Signed this 29th day of September 2020

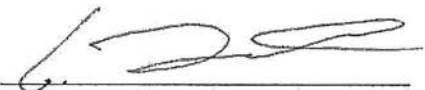
AIR CANADA




Andrea Zaffaroni
Manager, Labour Relations

FOR TRANSPORTATION DISTRICT 140




Guillaume Lingat
General Chairperson – Eastern Region