



BULLETIN

TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

*International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale*

TO ALL IAMAW MEMBERS WORKING AT AIR TRANSAT SENT ON OUT-BASE ASSIGNMENTS – THE HAJJ

Dear Brothers and Sisters:

In the last two years, deployment of personnel to the Hajj program has created resentment among our members concerning the benefits they receive compared with members of the two other groups on the same assignment. Upon their request, the Union met with the Company to negotiate benefits equal to the other groups whose members have been assigned to the Hajj program. However, we have only succeeded in obtaining what we believe is a temporary solution from the Company on this matter.

Keeping in mind the importance of achieving equality for our members assigned to the Hajj program, the Vancouver, Toronto and Montreal shop committee presidents and I met with the Company on June 9 and June 29 to secure a benefits package equal to the others groups on the same assignment. During these meetings, the Company stated that it was not prepared to offer more than the benefits granted to our members in 2010. After several debates, the Company would only agree to replace its previous formula for calculating the daily premium of \$210 (relative to the total overtime worked by the members) with a lump sum of \$6,500 per member. This lump sum would have no bearing on any overtime worked by the members.

We have accepted this new proposal but have informed the Company that, in our view, it falls short of the goal of equality with the other groups. Before you commit to this year's Hajj program, we advise you to carefully review the Company's new offer and their expectations. Please note that no new request concerning benefits will be entertained by the Union until the next collective bargaining.

The following is a table comparing the benefits each group receives when assigned to the same Hajj program:

Benefits	Flight Crew	Cabin Crew	Maintenance
Manpower	5 crews / aircraft	Flight directors / aircraft	14 (10 aircraft mechanic technicians, 4 avionics technicians)
Per diem	US\$7.50 / hour	US\$7.50 / hour	US\$7.50/hour
Rest period bonus	\$2000 (net)	\$2000 (net)	US\$2000 (net)
Long-stay bonus ¹	\$210 (net) / day from the 9th day	\$210 (net) / day from the 9th day	\$6500 (net)
Communications/cleaning allowance	\$250 per phase	\$250 per phase	\$250 per phase
Guaranteed days off	Minimum 11 days per full month of active duty (guaranteed time off during 10-day rest period)	Minimum 11 days per full month of active duty (guaranteed time off during 10-day rest period)	Not guaranteed during 10-day rest period)
Overtime	Double-time rate after 85 hours up to a maximum of 105 hours ²	Double-time rate after 85 hours up to a maximum 105 hours	As per the current Collective Agreement with no cap
Total compensation per participant ³	\$31,240	\$31,240	\$22,790

As our members are a very integral part of producing the on-time performance and successful results that Mr. Graham so proudly spoke of during last year's program, it is the Union's position that they should receive compensation equal to the other groups. We urge the Company to give our members the respect and equality they deserve.

As the Company has committed itself to presenting you the proposal for the 2011 Hajj program, you should soon be invited to attend a general meeting in the different locations in the presence of a Union representative.

In solidarity,

Georges Bujold
General Chairperson

GB:mcb

BULLETIN NO. 049 ISSUED JULY 5, 2011

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¹ Both Flight Crew and Cabin Crew members may elect to serve only one phase of the Hajj.

² All Flight Crew members who are *not involved* with the Hajj operations and accumulate more than 85 hours during a given month during the Hajj operations also receive the double-time rate.

³ Based on an estimated 78-day program (exclusive of overtime and regular pay).

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