

# 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 AIR TRANSAT MEMBERS (MAINTENANCE, STORES & CENTRAL BAGGAGE) CANADA EMERGENCY WAGE SUBSIDY (CEWS)

Dear Brothers & Sisters:

Your negotiations committee have finalized a *Letter of Agreement* with the Company concerning the Canadian Emergency Wage Subsidy (CEWS) program.

This new arrangement returns members who were laid off after March 15, 2020, back onto the Air Transat payroll; thus allowing members to benefit from the CEWS program. Members will have the option of receiving a wage (paid by the employer) through the CEWS program or applying for the Canadian Emergency Response Benefit (CERB); if they are better served financially through CERB. Members cannot participate in both the CEWS and CERB programs simultaneously. Members should evaluate which one of the programs offers a better financial benefit for their particular situation and choose either the CEWS or the CERB program.

Here is a summary of our agreement:

1. The Company will pay each employee who has accepted the recall for the purposes of the CEWS up to 75% of the base salary for a maximum of \$847 per week. The base remuneration provided by the CEWS is the average weekly earnings that the Company paid to the employee between January 1, 2020 and March 15, 2020.
2. The recall for the purposes of the CEWS will take place, if applicable, retroactively from the date of the temporary layoff. The corresponding remuneration will therefore be paid retroactively.
3. The employee will not receive any form of compensation that would exceed the amount mentioned in paragraph 2 of this *Letter of Agreement*. Not limited to this, this waiver of any other form of remuneration includes any premium, bonus, benefit or additional remuneration of any kind, including employer contributions to any pension plan.
4. During the validity period of the CEWS, vacation accrual for 2021 may be taken without pay in the following reference year;
5. Where an employee has a vacation period(s) planned for April, May and June 2020, such employee will need to choose one of the following options:
  - a) Defer his 2020 vacation to the next reference year (as per Collective Agreement Articles 9.04.01 and 9.04.02);
  - b) Move his vacation to an open and available vacation slot in 2020 upon his return (should such exist);
  - c) Request to have the planned vacation periods paid out at the end of the CEWS validity period.

The employee must make his request via email to the respective Base Manager, either upon his return to regular employment, or no later than September 30, 2020. Should no request be received by September 30, 2020; such employee shall be considered to have chosen option A.

6. During the validity period of the CEWS, sick day credits will not accumulate as per Collective Agreement.

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

Halifax – Tel/Tél. : 902-481-0077 Fax/Téléc.: 902-481-0079  
Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téléc.: 204-987-9252  
Calgary – Tel/Tél. : 403-250-3708 Fax/Téléc.: 403-250-3707  
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téléc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)  
Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téléc.: 604-448-0710 (Toll free/Sans frais : 1-888-310-1688)  
Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téléc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)

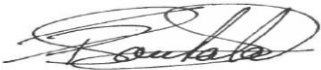
7. During the validity period of the CEWS no accumulated benefits can be monetized;
8. For the purpose of any wage progression, the employee will be considered as laid off;
9. Group insurance coverage will be maintained according to the applicable eligibility requirements. If applicable, the suspended group insurance coverage will take effect retroactively to the date of the layoff;  
For more clarity, the group insurance coverage, including short- and long-term disability coverage and life insurance, will be based on the regular salary, not the CEWS compensation.
10. The payment of the employee portion of the premiums for the group insurance coverage will be deducted from the employee pay, including the retroactive period, if applicable. The employer portion of the group insurance coverage premiums will be paid by the Company;
11. The accumulation of Blue Pass confirmed passes would resume under the conditions of the blue Pass policy;
12. The eligibility for the *Employee Assistance Program (EAP)* would be maintained;
13. Employees not affected by a layoff during the validity period, will continue to have all applicable Articles of the Collective Agreement;
14. This *Letter Of Agreement* will expire at the end of the validity period of the CEWS program.

**IMPORTANT:**

**A recall for the purposes of the CEWS was sent by email to all the employees who will have to signify their acceptance within 72 hours of the reception of the email and phone call. Failing to respond to the recall, the employee will be presumed to refuse participation in the CEWS program, and the current layoff will be maintained.**

Please note that the company has made available on the home page of the intranet the calculation of the amount paid under the CEWS.

In solidarity,



Peter Tsoukalas,  
General Chairperson – Eastern Region  
Transportation District Lodge 140, IAMAW