

**IN THE MATTER OF AN ARBITRATION**

**B E T W E E N :**

**AIR CANADA**

**- and -**

**AVEOS**

**- and -**

**IAMAW**

**Re: Transition**

**MARTIN TEPLITSKY, Q.C.**  
**Arbitrator**

**APPEARANCES:**

**On behalf of Air Canada: John Beveridge**

**On behalf of AVEOS: Frank Szemenyei  
Pascal Rochefort**


**On behalf of IAMAW: Fred Hospes  
Gary Sinclair  
Chuck Atkinson  
George Bujold**

**Telephone conference held March 3, 2011**

This is my Award:

1. Employees should read the brochure.
2. For pension questions, employees should consult the pension calculator and the hot line which is expected to be available week of March 8, 2011.
3. Employees with other questions should consult the QandA portal on the web site for an answer. If none appears the employee should post the question.
4. The employers will provide the union with copies of all questions and their proposed answers, ordinarily within 24 hours. The union will advise, ordinarily within 24 hours, whether it agrees with the answer and propose an alternative if it does not. If there is no agreement I will make a ruling.
5. Unless the parties otherwise agree, the answers will then be posted on the website.
6. The parties will report back to me on March 9, 2011.
7. Unresolved matters will be dealt with commencing March 14, 2011 with Bruce Light as facilitator. Any still outstanding issues will be arbitrated by me no later than March 16 2011.

DATED the 4<sup>th</sup> day of March, 2011.

  
MARTIN TEPLITSKY, Q.C.  
Arbitrator