

## **CLARIFICATION OF INTENT FOR THE “HEAVY MAINTENANCE SEPARATION PROGRAM”**

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Because the DL 140 Bulletin does not clarify the meaning and intent of the attached “Heavy Maintenance Separation Program” there is a lot of confusion as to how it would work.

- First and foremost it is NOT a form of VSP or buyout program.
- It is meant to be a separation program to provide severance packages to a maximum of 1500 former Air Canada employees who had transferred to Aveos on the transition date specified by the CIRB (whatever that date turns out to be)
- It would not be payable to anyone who hired directly into Aveos after the transition date, only former Air Canada employees who transitioned.
- It is payable in the event that Aveos becomes insolvent, is liquidated or goes into bankruptcy prior to June 30, 2013.
- It is payable to any qualifying employees permanently laidoff or terminated prior to June 30, 2015 as a result of Aveos losing Air Canada contracts or work.
- Any payouts under this program would represent a full and final payment of any monies owed from Air Canada or Aveos to the employee.

This clarification is provided after a discussion I had today with Chuck Atkinson, National President and Directing General Chairman, District Lodge 140 seeking this clarification.

I hope that this is an adequate explanation of the attached agreement tabled by Air Canada to the IAM & AW.

Respectfully,

Christopher Hiscock  
President  
Local Lodge 764

21 January 2011

