

**CONSOLIDATED AVIATION SERVICES (CAS) MONTREAL AND TORONTO
INTEGRATION AGREEMENT
between
WORLDWIDE FLIGHT SERVICES
and
UNIFOR and its LOCAL 2002**

This Integration Agreement is entered into between Worldwide Flight Services (WFS) and UNIFOR and its Local 2002, (Union).

In recognition of Worldwide Flight Services integrating the employees of Consolidated Aviation Services (CAS) in Montréal (YUL-YMX) and Toronto (YYZ) into Worldwide Flight Services on July 1, 2016, the following integration provisions and rules will apply to employees of the former Consolidated Aviation Services (CAS) in Montréal (YUL-YMX) and Toronto (YYZ) who are being integrated into the collective Agreement between Worldwide Flight Services and UNIFOR effective July 1, 2016.

Assignments

The Consolidated Aviation Services (CAS) Montréal (YUL-YMX) warehouse employees, and the Consolidated Aviation Services (CAS) Toronto (YYZ) office agents and warehouse employees will be integrated into the classification of Cargo Technician and Lead Cargo Technician (if applicable) under Article 4.01.06 as of July 1st, 2016.

Health Benefits

Effective July, 1st 2016, the Health benefits will be governed by Worldwide Flight Services' plan and enrollment procedures, and in accordance with the collective agreement.

Holidays

Holidays will be recognized in accordance with the collective agreement.

Pay Scale Slotting

Pay scale slotting will take place on the date of integration (July 1, 2016). All slotting will be done by placing the employee on the applicable step on the pay scale based on their present rate of pay. If their present rate of pay does not match a step on the scale as per Article 5.01, the employee will be placed at the next highest step. Increases thereafter will take place pursuant to Article 5.02 based on the date of integration of July 1st 2016.

Seniority

All employees will be integrated onto the Union and Company seniority lists by their date of hire at Consolidated Aviation Services (CAS). Any disputes arising in regards to seniority dates must be brought to the attention of the Union no later than January 1, 2017. Such disputes will be resolved through mutual agreement between the Company and the Union.

Shift Bidding

Within two (2) weeks of physically integrating the two (2) Montreal (YUL) facilities, the Company will implement a new shift bid, and all employees will be allowed to bid on any shifts, based on their union seniority date, and in accordance with Article 6 of the collective agreement.

Sick Time Accrual

Any sick days unused as of the close of work on June 30, 2016 will be placed in the "sick bank" as of July 1, 2016. All employees will begin accruing sick days from the date of integration in accordance with the collective agreement.

Union Security

All employees working in the classifications under the collective agreement between Worldwide Flight Services and UNIFOR will be required to join the Union immediately upon integration (July 1st, 2016) as per Article 20 of the collective agreement.

Vacations

Vacation allowances are based on the date of hire at Consolidated Aviation Services (CAS) and will be governed by the collective agreement between Worldwide Flight Services and UNIFOR beginning on July 1, 2016.

Copies of Agreement

The Company will provide each employee covered by this agreement with a copy of the collective agreement.

Any disputes arising from the Integration Agreement will be remanded directly to the Union National Representative, or their designee, and the Assistant Vice President of Human Resources for the Company, or their designee, but cannot be filed later than January 1, 2017. Any disputes not settled through mutual agreement may be referred directly to Arbitration in accordance with the provisions of Article 17.

IN WITNESS WHEREOF, the parties hereto have signed this Integration Agreement:

FOR UNIFOR;

FOR WORLDWIDE FLIGHT SERVICES;


M. Rondeau, National Representative


D. Cunningham, Asst. VP Human Resources

Date: 19 Jun 2016

Date: 17 JUN 16