

Unifor / Air Canada Mitigation Concepts

January 19, 2021

RETIREMENT/SEVERANCE OPTIONS

- VSPs (with bridging options)
- Retire without penalty if within one year of unreduced pension
- Fast track the 3-month window if you opt to retire
- RPI LOA and freeze the 2 years and have it start up after
- 15-year travel card - c3/y10
- 4 passes for each year of completed service for those with less than 15 years
- Passes bridged to 25 years to leave the company
- SUB - EI with top up ie 75%
- Use of Article 10.13

STATUS CHANGE/REDUCED HOURS

- Temporary Part time until crisis is over
- Work share program
- Reduced work week (32 hrs) with EI Sub
- Job sharing: 2 employees share 1 FT job
- reduced work week: 32,35,36 hours
- Action transfer list to Part Time commitment to those wanting Full Time in next reciprocal window
- Measures in Article 6.06: 16-hour workweek, 32-hour workweek

LEAVES/LAYOFF

- Special LOA (keep seniority, service, passes and benefits, with option to buy back pension)
- Voluntary CEWS programs by seniority
- Preplanned RO

TRAINING OPPORTUNITIES

- Airport CM training

OTHER

- YWG members assist with refunds, or other locations with the appropriate training
- VPP - opportunity to take one or two weeks in 2021, even within the first 6 months of the year
- Extend ability to pay benefits while on layoff beyond 12 months

