

# LETTER OF UNDERSTANDING

Between:

Air Canada

and

Air Canada Component of CUPE

**RE: Ramp Up and Ramp Down agreement for Air Canada Component and Air Canada**

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Whereas the parties (Air Canada, Air Canada Rouge and Air Canada Component of CUPE) enter into this Letter of Understanding (LOU) on a without prejudice and precedent basis for specifically the negotiations for a new 2025 Collective Agreement.

Whereas in the event of a strike or lockout, the parties agree to the following:

## **Ramp Down:**

- The safe return to home base of all CUPE members that find themselves away from home base because of their work for the employer. All terms of the Collective Agreement would apply until all members have been returned. This would apply in both a strike and lockout scenario.
- If a member was not returned to their home base the employer will be responsible for this and will make every effort to return the member in seventy-two hours (72hrs).
- If needed, members would operate these flights home and all provisions of the current Collective Agreement would apply.
- The employer will provide the Union with a comprehensive list of all members operating away from home base at the time either parties provide seventy-two hours (72hrs) notice of a strike or lockout.

## **Ramp Up:**

- The parties will meet within twenty-four (24hrs) of the strike/lockout ending to discuss and agree on details to ramp up operations.
- If the parties cannot agree on a ramp up process, they will look to the Chief Arbitrator to mediate or impose a ramp up process immediately.

**Date:** \_\_\_\_\_

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Air Canada

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Air Canada Component of CUPE