

Hourly Rate Summary

Effective:

2-Jul-08 **EMJ** **CL-65** **DC-9** **B-737** **A-319/320** **A-330/340** **B-767** **B-747** **B-747-400** **B-777** **B-787**

Status	Year of svc	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate	Day Rate	Night Rate
CA	02	117.90	117.90	88.61	90.82	142.42	164.54	147.89	170.01	149.56	170.57	197.19	222.29	174.77	198.02	217.00	242.09	229.00	251.13	211.35	236.45	183.98	209.08
CA	03	120.00	120.00	90.20	92.41	144.01	166.13	149.48	171.60	151.07	172.08	198.78	223.88	176.36	199.61	218.59	243.68	230.59	252.72	212.94	238.04	185.57	210.67
CA	04	122.48	122.48	91.79	94.00	145.60	167.72	151.07	173.19	152.58	173.59	200.37	225.47	177.95	201.20	220.18	245.27	232.18	254.31	214.53	239.63	187.16	212.26
CA	05	124.84	124.84	93.30	95.51	147.11	169.23	152.58	174.70	154.01	175.02	201.88	226.98	179.46	202.71	221.69	246.78	233.69	255.82	216.04	241.14	188.67	213.77
CA	06	127.38	127.38	94.96	97.17	148.77	170.89	154.24	176.36	155.59	176.60	203.54	228.64	181.12	204.37	223.35	248.44	235.35	257.48	217.70	242.80	190.33	215.43
CA	07	129.76	129.76	96.48	98.69	150.29	172.41	155.76	177.88	157.03	178.04	205.06	230.16	182.64	205.89	224.87	249.96	236.87	259.00	219.22	244.32	191.85	216.95
CA	08	132.35	132.35	98.16	100.37	151.97	174.09	157.44	179.56	158.63	179.64	206.74	231.84	184.32	207.57	226.55	251.64	238.55	260.68	220.90	246.00	193.53	218.63
CA	09	134.78	134.78	99.74	101.95	153.55	175.67	159.02	181.14	160.13	181.14	208.32	233.42	185.90	209.15	228.13	253.22	240.13	262.26	222.48	247.58	195.11	220.21
CA	10	137.24	137.24	101.32	103.53	155.13	177.25	160.60	182.72	161.63	182.64	209.90	235.00	187.48	210.73	229.71	254.80	241.71	263.84	224.06	249.16	196.69	221.79
CA	11	139.64	139.64	102.89	105.10	156.70	178.82	162.17	184.29	163.12	184.13	211.47	236.57	189.05	212.30	231.28	256.37	243.28	265.41	225.63	250.73	198.26	223.36
CA	12	142.10	142.10	104.48	106.69	158.29	180.41	163.76	185.88	164.63	185.64	213.06	238.16	190.64	213.89	232.87	257.96	244.87	267.00	227.22	252.32	199.85	224.95

FO	03	63.02	63.02	53.05	54.09	78.45	88.89	81.03	91.47	81.26	91.18	104.30	116.15	93.72	104.69	113.65	125.49	119.32	129.76	110.98	122.83	98.07	109.91
FO	04	66.39	66.39	56.05	57.13	82.52	93.40	85.21	96.09	85.41	95.75	109.47	121.82	98.44	109.87	119.21	131.56	125.12	136.00	116.44	128.78	102.97	115.32
FO	05	69.65	69.65	58.97	60.10	86.51	97.84	89.31	100.64	89.49	100.25	114.56	127.41	103.08	114.98	124.70	137.55	130.85	142.17	121.81	134.66	107.80	120.65
FO	06	73.09	73.09	62.03	63.21	90.66	102.43	93.57	105.34	93.71	104.89	119.80	133.15	107.87	120.24	130.33	143.69	136.72	148.49	127.33	140.68	112.77	126.12
FO	07	76.35	76.35	64.96	66.18	94.66	106.87	97.68	109.89	97.79	109.40	124.89	138.75	112.52	125.35	135.83	149.68	142.46	154.67	132.71	146.56	117.61	131.46
FO	08	79.82	79.82	68.05	69.31	98.82	111.48	101.95	114.61	102.04	114.06	130.15	144.51	117.33	130.63	141.48	155.84	148.35	161.00	138.25	152.61	122.60	136.96
FO	09	83.15	83.15	71.04	72.34	102.89	115.98	106.12	119.22	106.18	118.62	135.31	150.17	122.04	135.80	147.04	161.90	154.15	167.24	143.70	158.55	127.49	142.35
FO	10	86.51	86.51	74.02	75.37	106.95	120.49	110.30	123.84	110.33	123.19	140.47	155.83	126.75	140.98	152.59	167.95	159.94	173.48	149.14	164.50	132.39	147.75
FO	11	86.51	86.51	75.59	76.94	108.52	122.06	111.87	125.41	111.82	124.68	142.04	157.40	128.32	142.55	154.16	169.52	161.51	175.05	150.71	166.07	133.96	149.32
FO	12	86.51	86.51	77.18	78.53	110.11	123.65	113.46	127.00	113.33	126.19	143.63	158.99	129.91	144.14	155.75	171.11	163.10	176.64	152.30	167.66	135.55	150.91

RP	04									88.00	97.33	79.66	88.30	95.36	104.70	99.83	108.06	93.26	102.60	83.08	92.42		
RP	05									91.30	100.88	82.73	91.61	98.86	108.45	103.45	111.90	96.70	106.29	86.25	95.84		
RP	06									94.74	104.58	85.96	95.07	102.51	112.35	107.22	115.89	100.30	110.13	89.57	99.41		
RP	07									98.05	108.14	89.04	98.39	106.02	116.11	110.84	119.74	103.75	113.84	92.75	102.83		
RP	08									101.52	111.86	92.29	101.86	109.68	120.02	114.63	123.74	107.36	117.70	96.08	106.42		
RP	09									104.89	115.48	95.43	105.24	113.25	123.84	118.32	127.65	110.87	121.46	99.32	109.91		
RP	10									108.26	119.10	98.58	108.62	116.82	127.66	122.01	131.56	114.38	125.22	102.56	113.40		
RP	11									108.26	119.10	98.58	108.62	116.82	127.66	122.01	131.56	114.38	125.22	102.56	113.40		
RP	12									108.26	119.10	98.58	108.62	116.82	127.66	122.01	131.56	114.38	125.22	102.56	113.40		
RP	13									0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

The rates contained in these tables are the rates established by Arbitrator Douglas Stanley in his arbitration award following the wage and pension re-opener in 2006. Arbitrator Stanley awarded the increases to the rates to be effective on July 1st of each of the years 2006, 2007 and 2008. When the July 1, 2006 rates were put into effect Air Canada payroll used the first day of the July block month (July 2nd) as the effective date. They also plan to use that date as the effective date for the 2007 and 2008 increases. We are still discussing this issue and will report on the outcome. Other than this issue, the rates have been verified by ACPA.