

**MEMORANDUM OF UNDERSTANDING  
ESSENTIAL SERVICES AGREEMENT  
BETWEEN  
TRANSPORT CANADA (TC)  
AND  
THE CANADIAN FEDERAL PILOTS ASSOCIATION (CFPA)  
WITH RESPECT TO THE AO GROUP**

As a result of meaningful consultation, the parties have agreed that the attached list of positions (Appendices A & B) are deemed essential for reasons of safety or security of the public pursuant to subsection 4.(1) of the *Public Service Labour Relations Act (PSLRA)*.

Notwithstanding section 126 of the *PSLRA*, deletion of positions and administrative changes to position numbers such as, for example, cases where there are no changes to the duties, the location or the reporting structure of the positions, do not constitute an amendment to the essential service agreement. However, the employer agrees to inform the bargaining agent of such deletions and/or changes in a timely manner. Replacement positions will be dealt with in accordance with subsection 129(1) of the *PSLRA*.

For ease of reference, this agreement consists of two parts: those positions agreed to within each of the Civil Aviation Directorate (**Appendix A**) and the Aircraft Services Directorate (**Appendix B**).

Within the Civil Aviation Directorate, the parties agree that <sup>34</sup>34 positions have been identified as Code 1 (full-time essential), and <sup>45</sup>45 positions have been identified as Code 3 (conditional). The parties also agreed on the circumstances that would support a decision of the Civil Aviation Directorate in activating conditional positions to a full-time essential status in the event that employees are exercising their legal right to strike and are in a job action situation. These conditions are listed in the Essential Services Position Review Forms.

Within the Aircraft Services Directorate, we agree that 13 positions have been identified as Code 1 (full-time essential) and 64 positions have been identified as Code 3 (conditional). The parties also agreed on the circumstances when activating positions with essential status in the event that employees are exercising their legal right to strike and are in a job action situation. These conditions are listed in **Appendix C**.

The list in Appendices A and B constitutes our final recommendation for approval by both the Treasury Board Secretariat and the Canadian Federal Pilots Association.

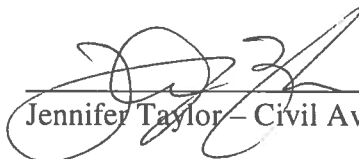
Notwithstanding the above, the parties agree that all positions included in the AO group at Transport Canada will be deemed essential in the event of a national emergency, such as but not limited to a national air disaster, a war, an act of terrorism or a pandemic. The parties also agree that AO positions required during large-scale activities where airspace has been restricted (i.e. Olympics/Paralympics, G-8 Summit, etc.) will be deemed essential. Finally, the training required for the performance of essential duties is also deemed essential.

Signed in Ottawa, Ontario on 13 January 2012

For the Canadian Federal Pilots Association:

For Transport Canada:

  
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Daniel Slunder

  
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Jennifer Taylor – Civil Aviation

  
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Stephen Buckles – Aircraft Services

## Appendix A

### Essential Services Agreement between Transport Canada and the Canadian Federal Pilots Association (CFPA) with respect to the AO Group

#### Essential Services Positions - Civil Aviation

Region	Position Number	Title	Group/ Level	Type
Atlantic	ACM-07684	Technical Team Lead - Flight Operations (Helicopter)	AO-CAI-04	Full Time
Atlantic	ACM-05438	Technical Team Lead - Flight Operations (Fixed Wing)	AO-CAI-04	Full Time
Atlantic	ACM-07220	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Atlantic	ATLL-12712	Civil Aviation Safety Inspector - Flight Operations	AO-CAI-03	Full Time
NCR	ADC-00536	Senior Inspector – Policy & Procedures	AO-CAI-04	Full Time
NCR	ADC-03061	Technical Team Lead National Flight Operations – Sunwing/Jazz (Superintendent, Toronto Base)	AO-CAI-04	Full Time
NCR	ADC-03062	Technical Team Lead National Flight Operations – Westjet (Superintendent, Vancouver Base)	AO-CAI-04	Full Time
NCR	ADC-03063	Technical Team Lead National Flight Operations – Air Transat/NAV CANADA (Superintendent, Montreal Base)	AO-CAI-04	Full Time
NCR	NCRL-21322	Technical Team Lead National Flight Operations – Air Canada (Superintendent, Ottawa Base)	AO-CAI-04	Full Time
NCR	NCRL-21373	Technical Team Lead Certification (Manager Certification and Quality Management)	AO-CAI-04	Full Time
NCR	NCRL-21198	Chief Civil Aviation Contingency Operations	PM-06	Full Time
NCR	ADC-00280	Program Manager Rotorcraft Standards	AO-CAI-04	Full Time
NCR	ADC-01867	Program Manager Airline Standards	AO-CAI-04	Full Time
NCR	NCRL-13247	Inspector, AIS & Airspace Standard	AO-CAI-03	Full Time
NCR	NCRL-22076	Program Manager, Aerodrome Standards	AO-CAI-04	Full Time
Ontario	AVT-00201	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Ontario	AVT-00268	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Ontario	AVT-00500	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Ontario	AVT-00225	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Pacific	ACV 00269	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Pacific	ACV 00297	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Pacific	ACV 07202	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Pacific	ACV-07112	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
Pacific	PACL-20303	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
PNR	ACE-01369	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
PNR	ACE-03186	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
PNR	ACE-05039	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
PNR	PRAL10763	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
PNR	ACW-00424	Technical Team Lead - Flight Operations	AO-CAI-04	Full Time
PNR	PRAL-20946	Superintendent, Enforcement Investigations	AO-CAI-03	Full Time
Québec	ACQ-00363	Chef d'équipe technique, Opérations aériennes	AO-CAI-04	Full Time
Québec	ACQ-07111	Chef d'équipe technique, Opérations aériennes	AO-CAI-04	Full Time
Québec	ACQ-08664	Chef d'équipe technique, Opérations aériennes	AO-CAI-04	Full Time

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## Essential Services Positions - Civil Aviation

Region	Position Number	Title	Group/ Level	Type
Québec	QUEL-16952	Inspecteur, Opérations aériennes	AO-CAI-03	Full Time
Atlantic	ACM-07902	Civil Aviation Safety Inspector	AO-CAI-02	Conditional
Atlantic	ACM-08465	Civil Aviation Safety Inspector	AO-CAI-02	Conditional
Atlantic	ACM-07660	Civil Aviation Safety Inspector	AO-CAI-03	Conditional
Atlantic	ATLL-10552	Civil Aviation Safety Inspector	AO-CAI-03	Conditional
Atlantic	ACM-07455	Civil Aviation Safety Inspector	AO-CAI-03	Conditional
NCR	AAA-10172	Engineering Test Pilot	AO-ETP-01	Conditional
NCR	ADC-00670	Engineering Test Pilot	AO-ETP-01	Conditional
NCR	ADC-00672	Engineering Test Pilot	AO-ETP-01	Conditional
NCR	ADC-03106	Inspector Flight Operations	AO-CAI-03	Conditional
NCR	ATLL-20631	CASI Regional Airlines Operations	AO-CAI-02	Conditional
NCR	ADC-01528	Contingency Plan, Exercise and Operations Inspector	AO-CAI-03	Conditional
NCR	ADC-01816	Inspector Foreign Inspection Division	AO-CAI-03	Conditional
NCR	NCRL-21552	Inspector, Aviation Safety Evaluation & Standards	AO-CAI-03	Conditional
NCR	AAA-10646	Inspector, AIS & Airspace Standard	AO-CAI-03	Conditional
Ontario	AVT-00383	Civil Aviation Safety Inspector	AO-CAI-02	Conditional
Ontario	AVT-00445	Technical Team Lead, Flight Operations	AO-CAI-04	Conditional
Ontario	AVT-00338	Technical Team Lead - Flight Operations	AO-CAI-04	Conditional
Ontario	ONTL-17697	Technical Team Lead - Flight Operations	AO-CAI-04	Conditional
Ontario	AVT-00200	Technical Team Lead - Flight Operations	AO-CAI-04	Conditional
Pacific	ACV-07757	Regional Aviation Safety Officer	AO-CAI-02	Conditional
Pacific	TTG 10525	Regional Aviation Safety Officer	AO-CAI-02	Conditional
Pacific	TTG-10564	Civil Aviation Safety Inspector, Flight Operations	AO-CAI-03	Conditional
Pacific	ACV-06722	Civil Aviation Safety Inspector, Flight Operations	AO-CAI-03	Conditional
Pacific	ACV-07537	Civil Aviation Safety Inspector, Flight Operations	AO-CAI-03	Conditional
Pacific	ACV-07177	Civil Aviation Safety Inspector, Flight Operations	AO-CAI-03	Conditional
Pacific	PACL-12895	Civil Aviation Safety Inspector, Flight Operations	AO-CAI-03	Conditional
PNR	PRAL-19772	Technical Team Lead, Flight Operations	AO-CAI-04	Conditional
PNR	ACW-07465	Technical Team Lead, Flight Operations	AO-CAI-04	Conditional
PNR	ACW-07879	CASI Flight Operations	AO-CAI-03	Conditional
PNR	ACE-03466	CASI Flight Operations	AO-CAI-03	Conditional
PNR	PRAL-21985	CASI Flight Operations	AO-CAI-03	Conditional
PNR	ACE-03521	CASI Flight Operations	AO-CAI-03	Conditional
PNR	PRAL-10771	CASI Flight Operations	AO-CAI-03	Conditional
PNR	ACE-03476	Regional Aviation Safety Officer	AO-CAI-02	Conditional
PNR	ACE-03928	Regional Aviation Safety Officer	AO-CAI-02	Conditional
PNR	ACW-07874	Regional Aviation Safety Officer	AO-CAI-02	Conditional
Québec	ACQ-08636	Inspecteur, Opérations aériennes	AO-CAI-03	Conditional
Québec	ACQ-08855	Conseiller régional	AO-CAI-02	Conditional
Québec	ACQ-08856	Conseiller régional	AO-CAI-02	Conditional
Québec	ACQ-08859	Conseiller régional	AO-CAI-02	Conditional
Québec	ACQ-02226	Inspecteur, Opérations aériennes (aérodromes)	AO-CAI-03	Conditional
Québec	QUEL-19710	Chef d'équipe technique, Opérations aériennes	AO-CAI-04	Conditional
Quebec	ACQ-00444	Inspecteur, Opérations aériennes (aérodromes)	AO-CAI-03	Conditional
Quebec	ACQ-07128	Inspecteur, Opérations aériennes (formation de vol)	AO-CAI-03	Conditional
Québec	QUEL-23768	Inspecteur, Opérations aériennes (hélicoptère)	AO-CAI-03	Conditional

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## Appendix B

### Essential Services Agreement between Transport Canada and the Canadian Federal Pilots Association (CFPA) with respect to the AO Group

#### Essential Services Positions - Aircraft Services Directorate

Region	Position Number	Title	Group/ Level	Type
Atlantic	ACM-07157	Helicopter Pilot	AO-HPS-01	Full Time
Atlantic	ACM-00621	Helicopter Pilot	AO-HPS-01	Full Time
Atlantic	ACM-08015	Helicopter Pilot	AO-HPS-01	Full Time
Atlantic	ACM-07502	Supervisor, Helicopter Pilot	AO-HPS-02	Full Time
Atlantic	ATLN-22833	Supervisor, Aerial Surveillance	AO-CAI-03	Full Time
NCR	NCRN-23607	Manager, Safety Services	AO-CAI-05	Full Time
NCR	NCRN 23130	Safety and Quality Assurance Inspector	AO-CAI-03	Full Time
NCR	AAA-10509	Assistant-Chief Pilot Fixed Wing	AO-CAI-04	Full Time
NCR	AAA -10028	Supervisor Aerial Surveillance	AO-CAI-03	Full Time
NCR	NCRN - 23024	Senior Pilot Rotary Wing	AO-CAI-04	Full Time
Ontario	PPA-10099	Regional Supervisor, Helicopter Pilot	AO-HPS-02	Full Time
Pacific	ACV-00377	Regional Supervisor, Helicopter Pilot	AO-HPS-02	Full Time
Pacific	PACN - 23543	Supervisor, Aerial Surveillance	AO-CAI-03	Full Time
Atlantic	ATLN-22033	Surveillance Pilot	AO-CAI-02	Conditional
Atlantic	ATLN-22034	Surveillance Pilot	AO-CAI-02	Conditional
Atlantic	ATLN-22035	Surveillance Pilot	AO-CAI-02	Conditional
Atlantic	ATLN-17699	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-06982	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-07290	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-07286	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-08044	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-07288	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-05146	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-08433	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ATLN-23927	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	MMA-10025	Helicopter Pilot	AO-HPS-01	Conditional
Atlantic	ACM-07033	Regional Training Pilot	AO-CAI-03	Conditional
Québec	ACQ-07141	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07156	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07147	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07132	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07137	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07145	Helicopter Pilot	AO-HPS-01	Conditional

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## Essential Services Positions - Aircraft Services Directorate

Region	Position Number	Title	Group/ Level	Type
Québec	ACQ-05457	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07188	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07206	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-07148	Helicopter Pilot	AO-HPS-01	Conditional
Québec	ACQ-03268	Regional Training Pilot	AO-CAI-03	Conditional
NCR	NCRN-22318	Surveillance Pilot	AO-CAI-02	Conditional
NCR	NCRN-22319	Surveillance Pilot	AO-CAI-02	Conditional
NCR	NCRN-22320	Surveillance Pilot	AO-CAI-02	Conditional
NCR	NCRN-22216	Turbo-Prop Training Pilot	AO-CAI-03	Conditional
NCR	AAA-00668	Flight Ops Training Turbo-Prop Check Pilot	AO-CAI-03	Conditional
NCR	ADC-01220	Turbo-Prop Training Pilot	AO-CAI-03	Conditional
NCR	ADC-02200	Turbo-Prop Training Pilot	AO-CAI-03	Conditional
NCR	ADC-07035	Turbo-Prop Training Pilot	AO-CAI-03	Conditional
NCR	ADC-07034	Turbo-Prop Training Pilot	AO-CAI-03	Conditional
NCR	ADC-02201	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	ADC-02199	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	ADC-01890	Turbo-Prop Training Pilot	AO-CAI-03	Conditional
NCR	ADC-01891	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	ADC-00239	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	AAA-00667	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	ADC-01840	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	ADC-01049	Turbo-Jet Training Pilot	AO-CAI-03	Conditional
NCR	ADC-01504	Rotary-Wing Training Pilot	AO-CAI-03	Conditional
NCR	NCRN-22026	Rotary-Wing Training Pilot	AO-CAI-03	Conditional
NCR	ADC-02213	Rotary-Wing Training Pilot	AO-CAI-03	Conditional
NCR	ADC-00325	Rotary-Wing Training Pilot	AO-CAI-03	Conditional
Ontario	AVT-03018	Helicopter Pilot	AO-HPS-01	Conditional
Ontario	ONTN-20513	Helicopter Pilot	AO-HPS-01	Conditional
Ontario	AVT-00452	Regional Training Pilot	AO-CAI-03	Conditional
PNR	ACW-07201	Base Manager – Winnipeg	AO-CAI-04	Conditional
PNR	ACE-03919	Training Pilot - Fixed Wing	AO-CAI-03	Conditional
PNR	ACW-07469	Training Pilot - Fixed Wing	AO-CAI-03	Conditional
Pacific	ACV-00334	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	ACV-05503	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	PACN-20754	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	ACV-05171	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	ACV-00386	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	ACV-07077	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	PACN-24666	Helicopter Pilot	AO-HPS-01	Conditional

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## Essential Services Positions - Aircraft Services Directorate

Region	Position Number	Title	Group/Level	Type
Pacific	PACN-24752	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	PACN-24753	Helicopter Pilot	AO-HPS-01	Conditional
Pacific	PACN-23605	Pilot (surveillance)	AO-CAI-02	Conditional
Pacific	TTA - 10334	Surveillance Pilot	AO-CAI-02	Conditional
Pacific	ACV-07161	Regional Training Pilot	AO-CAI-03	Conditional

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**APPENDIX “C”**  
**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**TRANSPORT CANADA (AIRCRAFT SERVICES DIRECTORATE)**  
**AND**  
**THE CANADIAN FEDERAL PILOTS ASSOCIATION (CFPA)**  
**WITH RESPECT TO THE AO GROUP**

1. Employees identified as occupying Conditional positions could be activated to perform essential duties under any of the following:

- The Conditional employee is required to replace an Essential employee due to illness, injury, fatigue, or urgent personal or family matters;
- The Conditional employee is required to conduct essential duties that are not within the skills or competencies of the Essential employees;

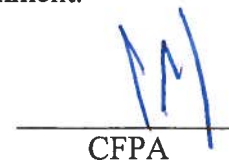
2. Surveillance Operation Pilots:

- All pilots will report to duty each day unless on previously approved leave, sick leave or training away from their base. Upon being informed that the employee is being activated as “essential”, the supervisor will assign crew to aircraft for the day and they shall perform their duties as if they were designated full time. All tasking of the aircraft is considered essential.
- Employees identified as occupying Conditional positions could be activated to replace an Essential employee due to scheduled rotational changes;

3. Canadian Coast Guard Pilots:

- All pilots will report to duty each day unless on previously approved leave, sick leave or training away from their base. Upon being informed that the employee is being activated as “essential”, the supervisor will assign crew to aircraft for the day and they shall perform their duties as if they were designated full time. All CCG tasking of helicopter is considered essential.
- Employees identified as occupying Conditional positions could be activated to replace an Essential employee due to scheduled rotational changes;
- Any employee assigned to shipboard duties or duties at locations remote from the main base will be considered essential for the purpose of travel to and from the work location as well as for the entire period of the assignment.
- Employees assigned to standby for essential duty after normal working hours or on a weekend will be considered essential for the period of the assignment.

  
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