

**Memorandum of Settlement  
Between**

**The Treasury Board  
And  
The Canadian Federal Pilots Association**

**In respect of the  
Aircraft Operations (AO) Bargaining Unit Collective Agreement**

Representatives of the Treasury Board and the Canadian Federal Pilots Association have reached a tentative agreement on June 30, 2006, for the renewal of the collective agreement for the Aircraft Operations (AO) Bargaining unit. The Treasury Board representatives agree to recommend ratification of this settlement. The Canadian Federal Pilots Association bargaining team and Group Executive agree to submit to its membership the terms of settlement as follows:

1. The collective agreement between the parties, which expired on January 26, 2004, will be replaced by a collective agreement, the provisions of which shall, unless otherwise expressly stipulated, become effective on the date it is signed and continue in effect until January 25, 2008.
2. Economic Increases:  
  
Effective January 26, 2004, increase to rates of pay: 2.50%  
Effective January 26, 2005, increase to rates of pay: 2.25%  
Effective January 26, 2006, increase to rates of pay: 2.40%  
Effective January 26, 2007, increase to rates of pay: 2.50%
3. The Extra Duty Allowance (EDA) and Aviation Aircrew Allowance (AAA) shall be increased in accordance with the rates and dates provided in paragraph 2 above.
4. The attached provisions, which have been accepted and signed-off will be incorporated in the new collective agreement. The collective agreement and the provisions that it contains will come into force on the date that it is signed.
5. Any changes to the wording in numbering of provisions in the agreement for editorial or concordance reasons will be made by mutual consent of the parties.

SIGNED AT Ottawa, this 30<sup>th</sup> day of the month of June 2006.

**Treasury Board of Canada**

**Canadian Federal Pilots Association**

