

**Memorandum of Agreement
Between
the Treasury Board of Canada
and
the Canadian Federal Pilots Association
in respect of the
Terms and Conditions of Employment Applicable to
the Aircraft Operations (AO) Bargaining Unit**

The Employer and the Canadian Federal Pilots Association agree that the provisions of this Memorandum of Agreement apply to the Aircraft Operations (AO) bargaining unit. The agreed to provisions of this Memorandum are effective April 1, 2012.

1. Effective April 1, 2012 on a go forward basis, any former service in the Canadian Forces for a continuous period of six months or more, either as a member of the Regular Force or of the Reserve Force while on Class B or C service, shall also be included in the calculation of vacation leave credits, once verifiable evidence of such service has been provided in a manner acceptable to the Employer.
(Toute période de service antérieure d'au moins six mois consécutifs dans les Forces canadiennes, à titre de membre de la Force régulière ou de membre de la Force de réserve en service de classe B ou C, doit être prise en compte dans le calcul des crédits de congé annuel, et ce, à compter du 1^{er} avril 2012 et à l'avenir, une fois qu'une preuve vérifiable de cette période de service a été fournie d'une manière jugée acceptable par l'employeur.) in accordance with the attached language included at Appendix "A".
2. The amendments made at Appendix "A" are deemed to be included in the current collective agreement expiring on January 25, 2011. The collective agreement will not be reprinted. The parties further agree to include the additional amended language at Appendix "A" in the current round of bargaining once finalized and in the subsequent collective agreement.

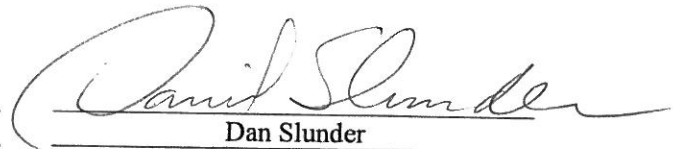
Signed in Ottawa on October 19th, 2012

THE TREASURY BOARD
OF
CANADA



Michael Holt

THE CANADIAN FEDERAL PILOTS
ASSOCIATION



Dan Slunder

ARTICLE 23
VACATION LEAVE

23.01 The vacation year shall be from April 1st to March 31st of the following calendar year, inclusive.

Accumulation of Vacation Leave Credits

23.02 An employee shall earn vacation leave credits at the following rate for each calendar month during which the employee receives pay for at least seventy-five (75) hours:

- (a)
- (ai) nine decimal three seven five (9.375) hours until the month in which the anniversary of the employee's eighth (8th) year of ~~continuous~~ employment~~service~~ occurs;
 - (bii) twelve decimal five (12.5) hours commencing with the month in which the employee's eighth (8th) anniversary of ~~continuous~~ employment~~service~~ occurs;
 - (eiii) thirteen decimal seven five (13.75) hours commencing with the month in which the employee's sixteenth (16th) anniversary of ~~continuous~~ employment~~service~~ occurs;
 - (div) fourteen decimal four (14.4) hours commencing with the month in which the employee's seventeenth (17th) anniversary of ~~continuous~~ employment~~service~~ occurs;
 - (ev) fifteen decimal six two five (15.625) hours commencing with the month in which the employee's eighteenth (18th) anniversary of ~~continuous~~ employment~~service~~ occurs;
 - (fvi) sixteen decimal eight seven five (16.875) hours commencing with the month in which the employee's twenty-seventh (27th) anniversary of ~~continuous~~ employment~~service~~ occurs;
 - (gvii) eighteen decimal seven five (18.75) hours per month commencing with the month in which the employee's twenty-eighth (28th) anniversary of ~~continuous~~ employment~~service~~ occurs.

- b) Effective April 1, 2012, for the purpose of clause 23.02 only, all service within the public service, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving the public service, takes or has taken severance pay. However, the above exception shall

not apply to an AO who receives severance pay on lay-off and is reappointed to the public service within one (1) year following the date of lay-off.

c) Notwithstanding 23.02 (b) above, an employee who was a member of the bargaining unit, appointed prior to (insert date of signing of new collective agreement expiring January 25, 2015), shall retain for the purposes of "service" and of establishing his or her entitlement pursuant to this Article, those periods of former service which had previously qualified as counting for continuous employment, until such time as his or her employment in the Public Service is terminated.

For the purpose of clause 23.02 only, effective April 1, 2012 on a go forward basis, any former service in the Canadian Forces for a continuous period of six months or more, either as a member of the Regular Force or of the Reserve Force while on Class B or C service, shall be included in the calculation of vacation leave credits, once verifiable evidence of such service has been provided in a manner acceptable to the Employer.