



October 26, 2015

**TO: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES**

Updated Pay Scales (effective April 1, 2016)

Below please find the revised air traffic controller rates of pay per Appendices “A” “B” and “D” of the Collective Agreement.

This update follows the October 1, 2015 ratification of a one-year collective agreement, effective April 1, 2016 to March 31, 2017. The new agreement calls for a 2.5% increase on salaries and Air Traffic Control premium, with all other terms of the collective agreement renewed for a period of one year.

On Behalf of the Board of Directors;

Peter Duffey
President

Doug Best
Executive Vice President

Appendix "A"
AI- Air Traffic Controller Group
Annual Rates of Pay

A - Effective April 1, 2016

2.5%

ATC-0

From: \$ 39764
 To: A 40759

ATC-1

From: \$ 67594 70745 73897 77051 80201 83354 86506 89660 92811 95964 99114
 To: A 69284 72514 75745 78978 82207 85438 88669 91902 95132 98364 101592

ATC-2

From: \$ 72055 75416 78775 82136 85497 88857 92214 95576 98935 102295 105657
 To: A 73857 77302 80745 84190 87635 91079 94520 97966 101409 104853 108299

ATC-3

From: \$ 76810 80394 83977 87555 91137 94721 98302 101883 105464 109048 112628
 To: A 78731 82404 86077 89744 93416 97090 100760 104431 108101 111775 115444

ATC-4

From: \$ 81882 85697 89517 93335 97155 100970 104787 108607 112424 116246 120060
 To: A 83930 87840 91755 95669 99584 103495 107407 111323 115235 119153 123062

ATC-5

From: \$ 87284 91352 95425 99492 103565 107635 111705 115775 119844 123915 127982
 To: A 89467 93636 97811 101980 106155 110326 114498 118670 122841 127013 131182

ATC-6

From: \$ 93047 97384 101723 106058 110398 114740 119076 123414 127749 132095 136432
 To: A 95374 99819 104267 108710 113158 117609 122053 126500 130943 135398 139843

ATC-7

From: \$ 99183 103808 108435 113059 117683 122310 126932 131559 136185 140808 145435
 To: A 101663 106404 111146 115886 120626 125368 130106 134848 139590 144329 149071

PROTECTED EMPLOYEES

Appendix "A" AI- Air Traffic Controller Group Annual Rates of Pay

A - Effective April 1, 2016

2.5%

Operating Employees

AI-01

From:	\$	57455	60799	64152	67500	70844	74198	77552	80889	84244	87596	90944
To:	A	58892	62319	65756	69188	72616	76053	79491	82912	86351	89786	93218

AI-02

From:	\$	68617	71965	75313	78660	82015	85364	88711	92059	95416	98758	102108
To:	A	70333	73765	77196	80627	84066	87499	90929	94361	97802	101227	104661

AI-03

From:	\$	80521	83875	87224	90569	93919	97271	100621	103967	107321	110665	114012
To:	A	82535	85972	89405	92834	96267	99703	103137	106567	110005	113432	116863

AI-04

From:	\$	91331	94773	98230	101672	105124	108578	112023	115480	118926	122375	125827
To:	A	93615	97143	100686	104214	107753	111293	114824	118367	121900	125435	128973

AI-05

From:	\$	97083	100725	104368	108005	111644	115280	118918	122569	126205	129842	133487
To:	A	99511	103244	106978	110706	114436	118162	121891	125634	129361	133089	136825

PROTECTED EMPLOYEES

Appendix "A" AI- Air Traffic Controller Group Annual Rates of Pay

A - Effective April 1, 2016

2.5%

Non-Operating Employees

AI-01

From:	\$	52536	55660	58779	61891	65012	68120	71240	74357	77478	80590	83712
To:	A	53850	57052	60249	63439	66638	69823	73021	76216	79415	82605	85805

AI-02

From:	\$	65579	68700	71814	74926	78045	81162	84276	87394	90507	93626	96739
To:	A	67219	70418	73610	76800	79997	83192	86383	89579	92770	95967	99158

AI-03

From:	\$	80679	83802	86926	90042	93161	96283	99403	102523	105644	108763	111878
To:	A	82696	85898	89100	92294	95491	98691	101889	105087	108286	111483	114675

AI-04

From:	\$	93605	96727	99853	102967	106088	109213	112324	115452	118570	121689	124815
To:	A	95946	99146	102350	105542	108741	111944	115133	118339	121535	124732	127936

AI-05

From:	\$	102797	105919	109036	112153	115274	118392	121506	124637	127755	130874	133997
To:	A	105367	108567	111762	114957	118156	121352	124544	127753	130949	134146	137347

AI-06

From:	\$	104487	107601	110727	113845	116964	120081	123204	126331	129455	132552	135689
To:	A	107100	110292	113496	116692	119889	123084	126285	129490	132692	135866	139082

AI-07

From:	\$	105950	109064	112187	115310	118421	121542	124668	127791	130909	134015	137150
To:	A	108599	111791	114992	118193	121382	124581	127785	130986	134182	137366	140579

APPENDIX "B"

ANNUAL ATC PREMIUM

A - Effective April 1, 2016

2.50%

From:		A	
Group	Rate	Group	Rate
1.00	30,490	1.00	31,253
2.00	25,919	2.00	26,567
3.00	22,029	3.00	22,580
4.00	18,726	4.00	19,195
5.00	15,919	5.00	16,317
6.00	13,533	6.00	13,872
7.00	11,504	7.00	11,792
8.00	9,778	8.00	10,023
9.00	8,315	9.00	8,523
10.00	7,066	10.00	7,243
11.00	6,007	11.00	6,158
12.00	5,111	12.00	5,239
13.00	4,345	13.00	4,454
14.00	3,693	14.00	3,786
*ATC NOP at HQ, NCTI, TSC	13,032	*ATC NOP at HQ, NCTI, TSC	13,358

*Average of 1-14

*Average of 1-14

PROTECTED EMPLOYEES

APPENDIX "B"
ANNUAL OPERATIONAL FACILITY PREMIUM (OFP)

A - Effective April 1, 2016

2.50%

Group	From:	A		
1	\$1,339	\$1,373	St-Andrews Tower Pitt Meadows Tower (*\$1,193) Langley Tower	St-Jean Tower Whitehorse Tower Villeneuve
2	\$2,495	\$2,558	Springbank Tower Waterloo Tower Hamilton Tower Kelowna Tower St. John's Tower Mirabel Tower Prince George Tower	Gander Tower Yellowknife Tower Oshawa Tower Sept-Iles Tower Windsor Tower Sault Ste Marie Tower St-Honore Tower
3	\$3,984	\$4,084	Buttonville Tower Boundary Bay Tower Saskatoon Tower Toronto Island Tower London Tower Abbotsford Tower	Edmonton City Center Tower Thunder Bay Tower Moncton Tower Vancouver Harbour Tower Regina Tower
4	\$5,306	\$5,439	Victoria Tower Halifax Tower Edmonton Intl Tower	St-Hubert Tower Quebec Tower
5	\$6,632	\$6,798	Winnipeg Tower Ottawa Tower	
6	\$10,275	\$10,532	Calgary Tower Dorval Tower	
7	\$13,255	\$13,587	Edmonton ACC Winnipeg ACC Gander ACC	Vancouver Intl Tower Moncton ACC Ottawa TCU
8	\$16,899	\$17,322	Montreal ACC	
9	\$20,543	\$21,057	Vancouver ACC	
10	\$24,187	\$24,792	Toronto ACC Toronto Tower	

PROTECTED EMPLOYEES

Appendix "D" Air Traffic Control Group Supervisory Rates

Operating Employees

AI-01

Effective April 1, 2016

		58892	62319	65756	69188	72616	76053	79491	82912	86351	89786	93218
A	5.0%	61837	65435	69044	72648	76247	79856	83466	87058	90669	94276	97879
B	5.0%	61837	65435	69044	72648	76247	79856	83466	87058	90669	94276	97879

AI-02

Effective April 1, 2016

		70333	73765	77196	80627	84066	87499	90929	94361	97802	101227	104661
A	5.0%	73850	77454	81056	84659	88270	91874	95476	99080	102693	106289	109895
B	5.0%	73850	77454	81056	84659	88270	91874	95476	99080	102693	106289	109895

AI-03

Effective April 1, 2016

		82535	85972	89405	92834	96267	99703	103137	106567	110005	113432	116863
A	5.0%	86662	90271	93876	97476	101081	104689	108294	111896	115506	119104	122707
B	5.0%	86662	90271	93876	97476	101081	104689	108294	111896	115506	119104	122707

AI-04

Effective April 1, 2016

		93615	97143	100686	104214	107753	111293	114824	118367	121900	125435	128973
A	5.0%	98296	102001	105721	109425	113141	116858	120566	124286	127995	131707	135422
B	5.0%	98296	102001	105721	109425	113141	116858	120566	124286	127995	131707	135422

AI-05

Effective April 1, 2016

		99511	103244	106978	110706	114436	118162	121891	125634	129361	133089	136825
A	5.0%	104487	108407	112327	116242	120158	124071	127986	131916	135830	139744	143667
B	5.0%	104487	108407	112327	116242	120158	124071	127986	131916	135830	139744	143667

PROTECTED EMPLOYEES

Appendix "D" Air Traffic Control Group Supervisory Rates

Non-Operating Employees

AI-01

Effective April 1, 2016

		53850	57052	60249	63439	66638	69823	73021	76216	79415	82605	85805
A	2.0%	54927	58194	61454	64708	67971	71220	74482	77741	81004	84258	87522
B	4.0%	56004	59335	62659	65977	69304	72616	75942	79265	82592	85910	89238
C	5.0%	56543	59905	63262	66611	69970	73315	76673	80027	83386	86736	90096
D	6.0%	57081	60476	63864	67246	70637	74013	77403	80789	84180	87562	90954

AI-02

Effective April 1, 2016

		67219	70418	73610	76800	79997	83192	86383	89579	92770	95967	99158
A	2.0%	68564	71827	75083	78336	81597	84856	88111	91371	94626	97887	101142
B	4.0%	69908	73235	76555	79872	83197	86520	89839	93163	96481	99806	103125
C	5.0%	70580	73939	77291	80640	83997	87352	90703	94058	97409	100766	104116
D	6.0%	71253	74644	78027	81408	84797	88184	91566	94954	98337	101726	105108

AI-03

Effective April 1, 2016

		82696	85898	89100	92294	95491	98691	101889	105087	108286	111483	114675
A	2.0%	84350	87616	90882	94140	97401	100665	103927	107189	110452	113713	116969
B	4.0%	86004	89334	92664	95986	99311	102639	105965	109291	112618	115943	119262
C	5.0%	86831	90193	93555	96909	100266	103626	106984	110342	113701	117058	120409
D	6.0%	87658	91052	94446	97832	101221	104613	108003	111393	114784	118172	121556

AI-04

Effective April 1, 2016

		95946	99146	102350	105542	108741	111944	115133	118339	121535	124732	127936
A	2.0%	97865	101129	104397	107653	110916	114183	117436	120706	123966	127227	130495
B	4.0%	99784	103112	106444	109764	113091	116422	119739	123073	126397	129722	133054
C	5.0%	100744	104104	107468	110820	114179	117542	120890	124256	127612	130969	134333
D	6.0%	101703	105095	108491	111875	115266	118661	122041	125440	128828	132216	135613

AI-05

Effective April 1, 2016

		105367	108567	111762	114957	118156	121352	124544	127753	130949	134146	137347
A	2.0%	107475	110739	113998	117257	120520	123780	127035	130309	133568	136829	140094
B	4.0%	109582	112910	116233	119556	122883	126207	129526	132864	136187	139512	142841
C	5.0%	110636	113996	117351	120705	124064	127420	130772	134141	137497	140854	144215
D	6.0%	111690	115082	118468	121855	125246	128634	132017	135419	138806	142195	145588

AI-06

Effective April 1, 2016

		107100	110292	113496	116692	119889	123084	126285	129490	132692	135866	139082
A	2.0%	109242	112498	115766	119026	122287	125546	128811	132080	135346	138584	141864
B	4.0%	111384	114704	118036	121360	124685	128008	131337	134670	138000	141301	144646
C	5.0%	112455	115807	119171	122527	125884	129239	132600	135965	139327	142660	146037
D	6.0%	113526	116910	120306	123694	127083	130470	133863	137260	140654	144018	147427

PROTECTED EMPLOYEES

Appendix "D"
Air Traffic Control Group
Supervisory Rates

Non-Operating Employees

AI-07

Effective April 1, 2016

		108599	111791	114992	118193	121382	124581	127785	130986	134182	137366	140579
A	2.0%	110771	114027	117292	120557	123810	127073	130341	133606	136866	140114	143391
B	4.0%	112943	116263	119592	122921	126238	129565	132897	136226	139550	142861	146203
C	5.0%	114029	117381	120742	124103	127452	130811	134175	137536	140892	144235	147608
D	6.0%	115115	118499	121892	125285	128665	132056	135453	138846	142233	145608	149014