



Exciting enhancements coming to employee travel



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Would you like to take a trip with three friends to New York? Would you like to take your parents, two children and a favourite uncle on a much-longed-for vacation? How about some solo adventures, one trip with three friends and a romantic getaway for two? It's all possible! The new C1 bundles allow you to travel with whomever you like, wherever you like, whenever you like. The only limitation is the maximum of eight persons on a PNR (and the space available on our flights and in your passport!).



Beginning this year, with the January 2022 refresh, Employee Travel is introducing a series of enhancements to employee travel privileges, specifically to C1 travel passes. These enhancements are designed to simplify C1 passes, enhance their value and facilitate ease of use, even into retirement.

These enhancements were made in direct response to employee feedback, who asked to use their travel privileges with a wider range of friends and family members. These enhancements were then shared with employees in focus groups with an overwhelmingly positive reaction.

Simplifying with bundles

To simplify C1 passes, Employee Travel is introducing “bundles.” Most current C1 passes (there are currently six types including Incentive, Unique and Appreciation) will undergo a one-time conversion into a “Conversion bundle.” Additionally, each employee will be granted a new annual C1 allotment each January, named their “Flex bundle.” Each C1 will have the same priority and simplified cost structure. More details on that later.

CURRENT PASSES		FUTURE PASSES	
Base product	C2/Y	Base product	C2/Y
Upgrade pass	C2/J	NEW Flex bundle	C1/J
Thank you pass	C1/J		
Holiday pass	C1/J	NEW Conversion bundle	C1/J
Incentive	C1/J		
Unique pass	C1/J		
Appreciation pass	C1/J		
Bereavement pass	A1/Y	Bereavement pass	A1/Y
Award pass	PY/J	Award pass	PY/J
Parent pass	C3/Y	Parent pass	C3/Y
Partner pass	C2/Y	Partner pass	C2/Y

**THE NEW C1 BUNDLES
ALLOW YOU TO TRAVEL
WITH WHOMEVER YOU
LIKE, WHEREVER YOU LIKE,
WHENEVER YOU LIKE**



What exactly is my C1 Flex bundle and how will it work?

The new Flex bundle is what will be refreshed on an annual basis with 12 C1 passes, starting this year. As part of the 12 are eight annual C1 passes and four C1 Thank you passes. Your old C2/J9 upgradable product is being replaced with C1 passes and included as part of your new Flex bundle.

If you happen to be gifted a C1 pass throughout the year, it will be added to your Flex bundle.



REFRESHED ON AN ANNUAL BASIS WITH 12 C1 PASSES

What exactly is my C1 Conversion bundle and how will it work?

We know that many of you currently have C1s saved in your travel profile. Most remaining C1 in an employee's profile at the time of refresh will be added to their Conversion bundle. For example, if a married employee had remaining in their profile:

PASS TYPE	EMPLOYEE	SPOUSE	TOTAL
Incentive	1	1	2
Holiday	1	1	2
Appreciation	*	1	1
TOTAL			5

* The employee used their Appreciation pass in 2021.

2 + 2 + 1 = 5, so five C1 passes in total will be added to the employee's new Conversion bundle. The Conversion bundle will not be replenished on an annual basis, it is a one-time carryover of remaining passes. Once all the passes in the Conversion bundle have been used, that bundle will be removed from an employee's profile. The passes in the Conversion bundle have no expiry dates and could stay with an employee throughout their career at Air Canada and even transition with them into retirement if the Conversion bundle was not depleted while an employee was active.



ONE-TIME CARRYOVER OF REMAINING PASSES.

WILL NOT BE REPLENISHED ON AN ANNUAL BASIS.

NO EXPIRY DATE (EVEN INTO RETIREMENT).

**THE CONVERSION BUNDLE
WILL NOT BE REPLENISHED
ON AN ANNUAL BASIS, IT IS
A ONE-TIME CARRYOVER OF
REMAINING PASSES**



For a single employee, if they had remaining in their profile:

PASS TYPE	EMPLOYEE	COMPANION	TOTAL
Incentive	1	1	2
Holiday	1	1	2
Appreciation	1	1	2
TOTAL			6

$2 + 2 + 2 = 6$, so six C1 passes in total will be added to the employee's new Conversion bundle.

Understanding numbers

C1 Flex bundles will be refreshed every January, to a minimum of 12. C1 passes could also be added throughout the year. This would include Holiday passes as well as any gifts or Recognition passes given. Moving forward, C1s will be given in bunches of two. If you receive a Holiday pass for having worked Dec. 25, two C1s will be added to your Flex bundle.

If an employee begins the year 2023 with 14 C1 passes in their Flex bundle and uses eight over the course of the year, their Flex bundle will be topped up to 12 in January 2024.

If an employee begins the year 2023 with 16 C1 passes in their Flex bundle and does not travel, 16 C1 passes will remain in their Flex bundle in January 2024. If more C1 passes are gifted throughout the year, they will continue to be added to the Flex bundle.

New cost structure for C1s

While we're enhancing the flexibility of the C1 passes, we simplified the pricing structure too! All service charges for employees, spouses, nominated partners, dependent children are waived. For any additional

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FOR EMPLOYEES, SPOUSES,
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travel companions, parents and non-dependent children, the service charges will be based on the zonal concept.

PASSENGER	ZONE 1	ZONE 2	ZONE 3
	North America Caribbean Mexico	Africa Europe Middle East South America	Asia India South Pacific
Employee	\$0.00	\$0.00	\$0.00
Spouse	\$0.00	\$0.00	\$0.00
Dependent child	\$0.00	\$0.00	\$0.00
Parent	\$10.00	\$15.00	\$20.00
Non-Dependent child	\$10.00	\$15.00	\$20.00
Nominated partner	\$0.00	\$0.00	\$0.00
Companion	\$10.00	\$15.00	\$20.00

For instance, here is the costing of an employee travelling with their parent to Hong Kong from Montréal:

FLIGHT	EMPLOYEE	PARENT	TOTAL
Outbound			
Montréal – Toronto	\$0.00	\$10.00	\$10.00
Toronto – Hong Kong	\$0.00	\$20.00	\$20.00
Total Outbound	\$0.00	\$30.00	\$30.00
Inbound			
Hong Kong – Toronto	\$0.00	\$20.00	\$20.00
Toronto – Montréal	\$0.00	\$10.00	\$10.00
Total Inbound	\$0.00	\$30.00	\$30.00
Total trip*			\$60.00

* Plus taxes and fees. All other passes will continue to have the current cost structure.



**THANK YOU FOR YOUR
LOYALTY AND PERSEVERANCE
IN YOUR CAREER AT
AIR CANADA**

What happens to my C1s when I retire?

There's good news for retirees too! They will be granted an annual Flex bundle of four C1 passes. And, for employees that are currently active, when you retire, your bundle(s) (one time-Conversion bundle if still populated, and Flex bundle) will be transferred to your retirement profile as is with current allotments.

As of January 2023, if a retiree at the time of annual refresh has an allotment of **more than** four, the allotment will be left as is.

As of January 2023, if a retiree at the time of annual refresh has an allotment of **less than** four, the allotment will be topped up to four.

For example, Retiree A had 10 C1 passes in their Flex bundle in August 2022 and opted to retire. Their allotment will remain at 10 at the 2023 refresh as the annual standard for retirees is four C1 passes.

For example, Retiree B had two C1 passes in their Flex bundle in August 2022 and opted to retire. Their allotment will be topped up to four at 2023 refresh as the annual standard for retirees is four C1 passes.

Consider the possibilities!

There are so many different types of trips you can take — from adventures with friends to family vacations and anything else you can imagine.

Not only that, but the dreaming doesn't stop with retirement, with C1s carrying over and refreshed on an annual basis. That's our thank you to you for your loyalty and perseverance in your career at Air Canada.

Now, it's time to start planning your next adventure! Dream big. Because as the world opens up, you have more options to explore it with those you love.