



BULLETIN

TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

*International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale*

TO ALL MEMBERS OF THE IAMAW AIR CANADA – TECHNICAL SERVICES LAYOFF MITIGATION DECISIONS

Dear Brothers and Sisters:

On February 23 & 24, 2010 Transportation District 140 representatives along with the Technical Operations Shop Committee Chairs reconvened mitigation meetings with Senior Management from Air Canada and Aveos.

At these meetings the parties finalized the required documentation for the following agreed to mitigation programs:

- 1) Special Voluntary Leave of Absence (SVLOA)
- 2) Deferred Paid Leave Plan (DPLP)
- 3) 100 hour time bank as outlined in LOU 27
- 4) Vacation Purchase Program (VPP)
- 5) Voluntary Special Time Bank Program

The online application forms for the agreed to mitigation programs are available on the **AC Aeronet ► My HR ► IAMAW**. As a reminder, members who are interested in these programs should send copies of their application forms to their Local Shop Committee either by fax or via email.

The parties have also agreed to an early bumping process on paper. However, the layoff dates will not change. This process will allow our members extra time to prepare for the future and for the Shop Committees to implement the agreed to mitigation programs. In addition, both companies have agreed to set up of Resource Centres at the bases that are affected by layoffs.

Air Canada advised the Union that they would only agree to the Government Sponsored Workshare program if the Union would agree to withdraw from the mitigation programs already agreed to between the parties. This unethical bargaining tactic was simply requested because they are not willing to administrate the EI Workshare program.

Air Canada also advised the Union, that they would agree to a cost neutral Voluntary Separation Program (VSP). However, they requested that the Union agree to Collective Agreement concessions as well as an agreement that would violate the principles of seniority. Your Union, counter offered with a cost neutral VSP that was based on the principles of seniority with a Collective Agreement concession regarding the bumping process. Air Canada rejected the Union's counter proposal.

As stated in previous Bulletins, your Union advised both companies that the subcontracting out of any bargaining unit work will not be tolerated at a time when our members are unemployed due to their business decisions. Therefore, we advised them that we will be preceding to a 3rd party Arbitrator to have previous arbitration decisions clarified and reinforced in an effort to obtain a subcontracting out protocol that will protect bargaining unit work and our jobs. Both companies strongly expressed their unwillingness to proceed to a 3rd party arbitrator.

In addition, your Union will also be arbitrating the subcontracting out of the Canadian North heavy maintenance checks, the subcontracting of curtains to Airbase, the subcontracting of Cat 23 work to Black & MacDonald, decimation of NDT Category and Cat 13 work being performed by Cat 14.

Your Union Representatives are currently in consultation with Government Officials as a result of Air Canada's unethical bargaining tactic and their decision to flat out reject the Government sponsored EI Workshare program.

The IAM & AW appreciates your continued support and as more information regarding this matter becomes available, it will be communicated to the Membership.

In solidarity,

Fred Hospes
Regional Assistant Directing General Chairperson – Western Region
FH:gl



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