

**June 18, 2009**

**TO:** LL764 Executive Board Members  
Shop Committee Members  
Tellers - Ratification Vote

**FROM:** David Varnes, Secretary Treasurer

**RE: RATIFICATION VOTE – EMPLOYEE STATUS**

---

Dear Sisters and Brothers:

The Ratification Vote scheduled for the Local Lodge Hall on Monday, June 29 is open to all Air Canada employees under LL764 IAM jurisdiction in accordance with Canada Labour Code rules.

The Labour Code rules make the preparation of a Voter's List challenging, account the "payroll status" of the employee and the limitations of the Union's computerized membership list. Briefly, the various "statuses" for an Air Canada employee are:

- "active" employees, either full or part-time, regular dues-paying, and listed as members in good standing on the Union rolls.
- "unemployed members", either paying dues directly to the Local Lodge, or, having unemployment dues paid for them by the Local Lodge under GL Circular 826 rules if they are on GDIIIP, WCB, or Maternity/Paternity Leave, and listed as members in good standing on the Union rolls.
- "non-members", employed by Air Canada and paying union dues, who, for religious or other reasons, refuse to join the Union and are listed on the rolls with "Non-member status".
- "new hires", recently hired by Air Canada, who are on the payroll, but not yet on the Union rolls, until they have completed a two month wait period for the collection of the Local Lodge initiation fee.
- "recalled/re-instated employees", recently recalled by Air Canada, but not yet on the Union rolls, until they have completed a two month wait period for the collection of the Local Lodge re-instatement fee.

... /2

- “other employees”, being Air Canada employees who are still listed on the payroll, but who are not currently working for reasons of educational leave, personal leave, inability to meet medical standards (IMMS), disciplinary suspensions, DPLP leave, GDIIP appeals (absent without permission), or unpaid illnesses.

These six “employee status groups” are all entitled to cast a ballot on the day of the ratification vote. The Local Lodge is responsible for a correct voters list and the conduct of an open and fair poll for all entitled employees.

Accordingly, there will be three (3) Voters Lists supplied to Tellers on the day of the Ratification Vote by the Secretary-Treasurer.

The Master List (List 1) will reflect all active, unemployment paid, and non-members on the Union Rolls **as of June 26, 2009**.

The New Hires List (List 2) will reflect all employees who have accepted employment with Air Canada **after May 01, 2009** but who are not yet on the Union rolls.

The Recalls List (List 3) will reflect all employees who have accepted a recall to work from Air Canada **after May 01, 2009** but who are not yet on the Union rolls.

The Other Employees List will reflect all other Air Canada employees who are listed on the payroll but not working for the variety of reasons listed above. This list will be held by the Secretary-Treasurer but will be available to Tellers on the polling day.

Any questions on this matter should be directed to the undersigned.

Respectfully submitted,

David Varnes  
Secretary -Treasurer