



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

ORGANIZING WIN AT STRATEGIC AVIATION - YOW

On November 9th, an organizing campaign began at YOW after West Jet released which companies it awarded its above and below the wing services to at 34 airports across Canada. It included Strategic Aviation. Within a week, despite this pandemic, meaningful communications began, virtual information sessions were held, door to door card signing was conducted and an application was filed with the Labour Board.

Neither the Company nor their customer West Jet knew what hit them, or how the Unions Trojan Horse entered the barn so quickly.

The Union officially filed for certification and representation rights on November 18th, nearly 3 months ago. Unfortunately, the Company responded by filing a frivolous Unfair Labour Practice Complaint against the Union alleging the IAM had used coercion, intimidation, and elements of harassment in convincing the workers to sign IAM membership cards.

On Family Day (February 15th), the Labour Board dismissed Strategic Aviation's unfounded Unfair Labour Practice Complaint against the Union. The Board was not able to find any evidence that the employees' right to freely exercise their choice with respect to their choice regarding Union representation has been interfered with. The pleadings do not disclose any evidence that the employees' fundamental right to freely choose their bargaining agent has been interfered with in any way. The pleadings also fail to disclose conduct on the part of the Union that could possibly be viewed as having controlled or improperly influenced the employees' freedom of association.

Yesterday (February 16th), the Labour Board officially granted certification to the IAM to represent the workers at Strategic Aviation YOW.

The Boards official correspondence stated: *"it is ordered by the Canada Industrial Relations Board that the International Association of Machinists and Aerospace Workers be, and it is hereby certified to be, the bargaining agent for a unit comprising:*

*all employees of Strategic Aviation Services Ltd. at the Ottawa International Airport, **excluding** supervisors and those above the rank of supervisor."*

The delays at the Labour Board did not stop the IAM from preparing for bargaining. We kept the workers informed throughout the certification process and engaged them with bargaining surveys. We have had a Bargaining Committee in place for months now and have already held some initial meetings, reviewed the bargaining surveys, and held some bargaining training type sessions.

The IAM Bargaining Committee will begin meeting more regularly over the next couple of weeks with the intention of serving Strategic Aviation with an official Notice to Bargain, as soon as possible.

Workers are quickly realizing the importance of being unionized, especially during these Covid times and understand the value of having a large labour organization like the IAM, advocate for them.

Get Unionized, Stay Unionized and Don't Beg, Bargain!

Yours in solidarity,

Michael Corrado
General Chairperson
Transportation District Lodge 140

MC/mdr

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