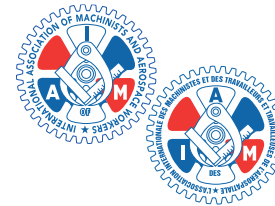


INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE WORKERS
ASSOCIATION INTERNATIONALE DES MACHINISTES
ET DES TRAVAILLEURS ET TRAVAILLEUSES
DE L'AÉROSPATIALE



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Dear IAM District 140 Family,

In September, in response to feedback from our membership, [we began the vital process of improving the operations of District 140](#). Since then, I have joined your representatives on several site visits to continue to gather your ideas on moving District 140 into a brighter future.

After hearing from our proud members, and to preserve the good and welfare of the membership, we are making the following changes to the District 140 bylaws, effective immediately:

- **Fixing Bargaining at Air Canada:** An overwhelming majority of our members at Air Canada feel like their classification doesn't have a voice in collective bargaining. We have updated the bylaws to include the voices of *every craft* at Air Canada through 10 ELECTED bargaining subcommittees made up of members from each base.
- **Cooperation and a Voice for All:** In some cases, the District was disconnected from Locals, and in effect, the membership it serves. Vital communication was not reaching our membership. Local Presidents and General Chairs will now have a presence on the District Executive Board.
- **Preserving Resources to Fight for You:** By holding a District Convention every two years, instead of annually, the District will save approximately \$100,000. These are funds that can help us in bargaining, representation and more. To start, we are launching a mentorship initiative to better serve our membership and support our General Chairs.

Following a final review, the full updated bylaws with additional changes will be released in the coming days. The improvements described above are the most substantive changes that will benefit our membership. Once the full bylaws are released, we invite you to see your General Chair and Shop Committee persons if you have any questions.

Again, thank you for being a part of this process. Please continue to make your voices heard. We're excited to take yet another step on our path toward a brighter future.

Together – with every member speaking with one voice – we will succeed in getting the industry-leading contracts and representation that members of Canada's most powerful airline union deserve.

In solidarity,

David Chartrand

IAM Canadian General Vice-President