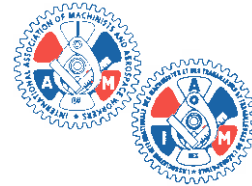


**INTERNATIONAL ASSOCIATION  
OF MACHINISTS AND AEROSPACE WORKERS  
ASSOCIATION INTERNATIONALE DES MACHINISTES  
ET DES TRAVAILLEURS ET TRAVAILLEUSES  
DE L'AÉROSPATIALE**



*Office of the Canadian General Vice-President • Bureau du Vice-président général canadien*

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November 30, 2018

Attention: Fred Hospes, PDGC  
District Lodge 140

**Re: Air Canada – Negotiations Committee Process**

Dear Brother Hospes,

I write in respect of the 2019 negotiations at Air Canada. I have been made aware of the concerns that are brought forward by our members working in Tech-Ops classifications under the Collective Agreement. I have considered a number of issues related to these concerns, including:

- The positions and recommendations brought forward by yourself and Airline Coordinator Carlos DaCosta, flowing from the meetings held earlier this week.
- Today's discussion with the 2019 bargaining committee representatives.
- History leading to the separation of bargaining tables brought into operation by my predecessor GVP Dave Ritchie as a response to the concerns of IAM members in these classifications. In my review, I also reached out to retired GVP Ritchie, who confirmed that it was his mandate to DL140 that led to this process in 2012 and 2016 negotiations.

It is always a difficult situation when two groups have seemingly opposing views of how to approach negotiations. However, in light of the prior commitments made by this office, and the need for the IAM to engage Collective Bargaining in Solidarity and as a United front, I have made the following decisions:

1. The bargaining between IAM and Air Canada shall take place under the same two-table approach taken in the 2012 and 2016 negotiations. For clarity: this is two separate tables during the bargaining, with a single ratification process.
2. I understand there are issues where a common table makes sense, and the committee shall make this determination as negotiations proceed. I also note that it is incumbent on the committee to ensure an effective communications process between the two tables in accordance with the committee's Terms of Reference.

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3. This is and shall remain a single bargaining unit, and we must work together throughout the 2019 bargaining process.
4. The issue respecting the bargaining representatives who left the Negotiations Prep program shall be dealt with by the Local Lodges. The Local Lodge Presidents are authorized to take one of the following approaches:
  - a. Reinstatement of the elected representatives.
  - b. Appointment of another member to take their place.
  - c. Conduct another nomination and election process. This nomination and election to be concluded no later than December 14<sup>th</sup>. If a dispensation is required to meet this timeline, please contact my office.

Finally, I thank you and Carlos, as well as the entire bargaining committee, for their assistance in regard to moving this process forward in an efficient manner. We all have a great deal of work ahead of us as the committees prepare for the negotiations to take place next year.

In Solidarity,



Stan Pickthall  
General Vice President

SP/jc

cc. Carlos DaCosta, Airline Coordinator  
Air Canada Negotiations Committee  
Dave Flowers, LL2323  
Chris Hiscock, LL764