



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 IAM MEMBERS

AIR CANADA TECH-OPS LAT UPSKILLING TRAINING

Dear Brothers and Sisters,

As you may have seen, the Company has put out a communication clarifying the LAT 6 and LAT 7 voluntary upskilling process. The Company is offering LAT's an opportunity to volunteer to receive training and acquire qualifications in various skills which will then give you the avenue to maintain LAT 6 and LAT 7 Salary levels beyond the Company's promised deadline of March 31, 2026.

Although the Company's proposal did include language stating that they reserve the right to limit the number of qualifications at point of base, they have both verbally, and in writing explained that "There will be no limits on the number of individuals who wish to receive training and advance". This has proven to not be the case, as the recent Company clarification email has stated that there will, in fact, be limits placed on qualifications, "Minimum/maximum requirements by crew and start time for each skill set required for AME 6 and AME 7".

The Union has reminded the Company, well in advance of this latest email that, as per the Interest Arbitration Award from the last contract opener, "movement between wage rates must be exercised reasonably and in accordance with the Collective Agreement". In scenarios where assigning training to satisfy operational requirements is necessary, it is done in inverse order of seniority, junior up, from the respective full Category Seniority list. The Company has arbitrarily decided that after the volunteering process is concluded, if the need to assign training arises, those assignments will be based on the list of training upskill volunteers only. The Union is completely opposed to this process as it infringes on our members' rights. Specifically, those that volunteered in good faith. Further to that, the Interest Arbitration Award does not state that the upskilling of AME's is for the purpose of filling operational requirements, but simply outlines a pathway by which LAT's can attain further qualifications which will in turn afford them a higher level of pay.

The recent clarification email issued by the Company directly contradicts the discussions held between the Union and the Company on this matter, and the Union believes that this is a deliberate and intentional violation of both the Interest Arbitration Award as well as the Collective Bargaining Agreement. We will not tolerate this blatant disrespect toward our membership.

With all the information now available, you can make an informed decision on whether to volunteer for the training. The choice is entirely yours. However, the Union wants to make it clear that we **do not** agree with the process outlined by the Company. This blatant violation of the Interest Arbitration Award and the Collective Bargaining Agreement will be formally grieved, and we will request an urgent case management call with the Arbitrator.

We remind you that at the request of the Union the Company has agreed to extend the deadline to submit to December 16th.

You can update your selections or resubmit a new form by accessing the original email bulletin. If you make changes, it is a good idea to keep a copy of your final revised selections. Please note that the Company is asking ALL eligible LAT's to complete the form, even if you decide not to volunteer. This information is needed to help organize the training classes.

In solidarity,

Mahmoud Khatib
General Chairperson

Chris Greniuk
General Chairperson

Jason Jiskra
General Chairperson

Craig Chard
General Chairperson

Rene Grenon
General Chairperson

Chris Lipsit
General Chairperson

GC\mdr

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