



AIRLINE CENTRAL LOCAL 2323 IAM Union

Administrative Office

PETITION TO REMOVE MANDATORY D.A. REQUIREMENT

Subject: Concerns Regarding AVOP Policy and Resulting Dismissal of Employees at Air Canada

Dear Sir,

We are writing to raise serious concerns regarding two interconnected issues currently affecting employee retention and operational efficiency at Air Canada:

1. **Air Canada's internal policy requiring AVOP (Airside Vehicle Operator's Permit) and DA (Driving Authority) for non-driving staff, and**
2. **The GTAA's administration of the AVOP testing process.**

1. Air Canada's Internal Policy on AVOP and DA Requirements

Air Canada currently mandates that all members of ground operations—including aircraft cleaners and baggage handlers who do not drive—must obtain both an AVOP and a DA. These employees are passengers in airside vehicles driven by team leads or supervisors and do not operate vehicles themselves.

This requirement is unnecessary and unreasonable. Only employees who actually operate vehicles airside should be required to hold an AVOP and DA—just as only drivers, not passengers, require a driver's licence in everyday life.

As a result of this policy, long-serving, competent employees are being dismissed solely because they could not pass a driving-related examination unrelated to their actual duties. Recently, 12 experienced employees were terminated for failing to obtain an AVOP, despite having performed their responsibilities successfully for many years without incident.

We therefore urge Air Canada to remove the requirement for AVOP and DA certification for non-driving staff. No employee should lose their job over a driving credential that is irrelevant to their position.



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2. GTAA's AVOP Testing and Renewal Process

Separately, we wish to highlight significant issues with the GTAA's AVOP written testing process. The current system has become excessively difficult and is contributing to unnecessary job losses.

The test currently requires:

- A **90% passing grade**, which is unreasonably high compared to most safety or workplace certifications.
- **Complex English vocabulary**, creating barriers for employees who speak English as a second language.
- **No multilingual options**, putting non-native speakers at a severe disadvantage.

Many of these employees are hardworking individuals who are proficient in their duties. They are being penalized by an exam that does not measure the practical skills necessary for their jobs.

We respectfully request that GTAA consider the following adjustments:

- Lower the passing threshold to a more reasonable standard,
 - Simplify the exam language for clarity and accessibility, and
 - Offer the exam in multiple languages to ensure fairness.
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Conclusion

In summary:

- **Air Canada** should remove the requirement for AVOP and DA for non-driving employees and halt the termination of staff whose duties do not involve operating vehicles.
- **GTAA** should make the AVOP testing process more equitable, accessible, and reflective of actual job responsibilities.

During these challenging economic times, it is essential to protect the jobs of hardworking employees and ensure that company and regulatory policies do not unnecessarily contribute to staff shortages.

Thank you for your attention to this important matter.

Sincerely,
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