



BULLETIN 006

ATS/IAM CBA Negotiations Update #2

April 1, 2022

Brothers and Sisters,

Here is a quick update on the status of the ongoing collective bargaining negotiations:

After our initial round of negotiations at the beginning of February, talks were stalled and ATS announced that they were seeking to apply for a conciliation agent to be assigned to our talks. At no time during the negotiations process has the company applied for conciliation, just as they never filed to begin initial negotiations until after the union filed a grievance. The IAMAW took the company to task, by applying for conciliation on our own. We were assigned an agent, along with a date (March 28th) to resume negotiations. Unfortunately, it became very clear that on the issue of wages, there remained a considerable gap between the IAM and ATS.

The IAM is very conscious of the tough market that the aviation industry has faced over the course of the pandemic, but we are also aware of the rapid expansion of flights operating in and out of YEG over the next three months. We are also keenly aware of the financial strain that our members are under due to a sharp rise in prices for just about everything in our lives (+4.8% in Alberta in January!) We believe that the quality of the work performed by our members is unparalleled in the industry, despite the material and manpower disadvantages caused by the company's flawed business model.

In spite of the ill-suited and unprotected equipment we operate year-round, the assignment of the absolute minimum amount of manpower to fulfill tasks, pay and hour reductions across all departments, and a lack of any workplace amenities, our members have always managed to deliver top-notch service to keep our customers satisfied. ***Hence, our members will absolutely not accept a contract that fails to keep pace with the cost of living, which would leave them in a financially worse off position by its conclusion.***

ATS has presented their best offer, which obligates the IAM to present it to the membership, to assess and vote upon. **There will be a vote to ratify the offer on Thursday, April 7th.**

- If the offer is accepted, the IAM will agree to the terms of the deal and the new CBA will go into effect immediately.
 - If the offer is rejected, negotiations will continue.
- The conciliation window runs until May 3rd, which provides your negotiations committee with ample time to come to a better deal, after which, alternatives, such as mediation or collective labour action may be examined.



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Therefore, your Negotiations Committee **DOES NOT recommend** accepting the offer, as proposed by ATS. This will force them to return to the negotiating table with a realistic package, that ensures a fair wage for the length of the contract.

In Solidarity,

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