



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

July 16, 2012

Email: picherarb@sympatico.ca

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Mr. Michel G. Picher
Arbitrage Picher Inc.
151 Chemin du Tour de la Montagne
Cantley, QC J8V 3H4

Dear Arbitrator Picher:

**RE: IN THE MATTER OF AN ARBITRATION BY FINAL OFFER SELECTION
PURSUANT TO AN ACT TO PROVIDE FOR CONTINUATION AND
RESUMPTION OF AIR SERVICE OPERATIONS, Assented to March 15, 2012**

Your award dated June 17, 2012, has been in place now for close to five (5) weeks and we are already experiencing difficulties with Air Canada and the implementation of the terms in the award.

Specifically, the company, in the reduction of the LLAT workgroup, has failed to apply the impact portion as stated in their presentation. In the impact statement the document states

"Ramp LLAT's begin working as LAT's immediately".

Air Canada refuses to apply this order.

Air Canada has also failed to inform our members as to when they can expect to see their pay increases, back pay, endorsement premiums, shift premiums, etc.

We had also tabled an item for a position to be included in the Collective Agreement, the position was Stoc Coordinator. This item did not make the T/A nor was it brought back in the final offer selection.

The company refuses to take back the position as a management function and will not inform our members that the position is considered above the scope of the agreement and as such their seniority will be affected once they work beyond 1040 hours in a year. It appears they need instruction that any item that was not part of your award is a dead item.



Our participation in the arbitration as you know, was a result of the Minister of Labour injecting the government into the collective bargaining rights of our members.
Your award states:

"I retain jurisdiction in the event of any dispute between the parties concerning the interpretation or implementation of this final offer selection, or its ultimate drafting into the terms of the parties' Collective Agreement."

The ink is hardly dry on your order and we are already in dispute.

We are asking you to interject as soon as possible to get resolution to these items.

The membership has waited a decade for their share of the pie, and enough is enough. We are asking that an additional interest rate of five percent (5%) be placed on the outstanding monies as well as a penalty to the corporation to such an extent you deem appropriate to make Air Canada understand they cannot ignore Arbitrators awards.

Thank you for your cooperation in these matters.

A handwritten signature in cursive script that reads "Gary Sinclair".

Gary Sinclair
Negotiations Co-Chairperson

A handwritten signature in cursive script that reads "Boyd Richardson".

Boyd Richardson
Negotiations Co-Chairperson

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Employee Union
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C TDL 140 File
C. Atkinson
K. Howlett