



Unifor.org/WestJet

Meet Mark Enns – WS YVR CSA – Unifor Local 531 Secretary Treasurer

Hear Directly From the Unifor WestJet Bargaining Table
YEG WestJet Workers — Let's Talk

This Sunday and Monday, you have an opportunity to sit down and hear directly from someone who has:

- Organized WestJet workers
- Sat on the original Unifor Local 531 bargaining committee
- Helped negotiate the first collective agreement
- Serves as Secretary Treasurer for Local 531



No presentations. No pressure. Just real conversations.

A Message from Mark

Hey YEG WestJetters,

When I sat on the original bargaining committee for Unifor 531 Front line workers, I asked a Federal Conciliation member, if first agreements are the hardest to achieve. (It's a lot of leg work and we referenced 20-30 agreements cover to cover from other companies prior to writing our draft agreement.) He said no, the hardest is the second agreement, because both sides know what they will no longer accept.

That second agreement is here, and I know clearly the items from our first agreement need to be changed and what needs to be added to the foundation. YEG now is your chance to pull up a seat at the negotiation table. We need to unite and bring all the CSA's together and push as one group. Our first agreement was far from perfect, and I'm sure that it will improve a lot this time around. We need your input and support to make that happen.

My Experience

A little about me, I started out my career with WestJet as a part time CSA in YEG. Some of my best memories were from those early days. Sitting waiting for flights to arrive dangling our legs off the "Giraffe gates" or being "sent down: the running main belt in a bin to "check out" the baggage room. (please don't do any of that) I felt connected to your team and so I applied to be a manager but each time someone had been "earmarked" for the position. My manager suggested I apply in YVR just to get interview experience at another base. I did and to my surprise they offered me the job.

My Experience (continued)

I worked through the YVR management ranks and survived multiple "reorgs" for 15 years or so. I was only months away from being able to retire when our team was let go across the country. I decided to forgo my severance in order to become a CSA again to achieve my retirement. While on the floor, I got a whole new perspective of the front-line team. I loved being on the floor and working alongside my coworkers and guests. When it came time to organize, to bargain, and to be Secretary Treasurer for Unifor 531, I said yes. I've been in the room for many management / member meetings across the country, and each one showed cracks in areas we need to improve. I've been Sec Treasurer on a Strata board successfully negotiating an entire building sale worth nearly 200M. I'm married to a FA and have sat down with the bargaining members of both the pilots and the FA's.

What I've Seen

Knowing how the company operates in bargaining. I've been there before and know how they can twist their words and leave things out. (seniority bidding vs seniority scheduling, Sick day roll over vs sick day banking, Open line bidding vs schedule bidding) When all the teams went to Japan to teach the CSA's there, the YEG employees were sent back early as opposed to the unionized YVR, YYC and YYZ CSAs.

Why This Matters for YEG

I haven't worked in YEG for a long time, and I don't know all of your base specific issues, but I know we have a long list of things to correct together. But the biggest thing we need to correct first is that our CSA/Frontline group is fractured. We all need to be on the same page and pushing for better wages and working conditions together. Now with YWG joining the company, our single focus is to get us all together.

Union Advantage and Dues

If your worried about paying Union Dues, we have one of the lowest in the country at 1.35% And they are tax deductible. It's only on your gross monthly income, not on P1's or overtime. So that works out to \$1.35 per 100 or \$13.50 per 1000 that you can claim on your taxes. We still have a good working relationship with our management team, and we operate much like you do, but at the end of the day, unionizing gives a voice that an internal working group just can't. We can bring cases to an arbitrator outside of the company when we feel our agreement hasn't been followed or when an agent has been treated unfairly. We view it like having a lawyer in a dispute, rather than just trusting the other party to have your best interest at heart because they told you they would.

Who This Is For

WestJet airports workers work too hard not to get a fair agreement. If you've ever thought about signing a card, now is the time. Nobody has to know you did it and your management team will never know who signed and who didn't.

This is for workers across the operation, including:

CSA, GSL, BSA, GSL-B, Airport Learning Coordinator, Coordinator Daily Duty, Coordinator IROP, Coordinator Workforce, Turnaround Coordinator, and Quality Advisor

If you are part of the operation, this affects you.

I'm coming to your base this Sunday and Monday April 12, 13. Please come and talk. Don't be afraid to ask any hard question. Text me too.

In Solidarity,

Mark Enns

Secretary Treasurer, Unifor Local 531

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