



## YEG update

Wednesday March 9, 2022

Good morning Team YEG!

Since the announcement and subsequent certification of YYC and YVR by Unifor, there has been a significant increase in the amount of union activity at this station. The decision on whether to join a union is a significant one that not only impacts the nature of your employment and the way the company and employees interact with each other. It also has personal financial implications and places obligations on you that are outlined in the union constitution. It is important that, whatever you choose, the decision is an informed one. It is very common for unions to make many promises about what they will achieve if they are certified. It is also important to understand that a union cannot guarantee anything and this decision need not be rushed. Please take the time to inform yourself prior to making any decision on whether or not to join a union by signing a union card.

I would encourage anyone who is being asked to sign a union card, to ask the representative to provide a copy of the union constitution that outlines the member obligations including dues. A union card is a form of contract between yourself and the union and signing one binds you to the union's constitution and by-laws including dues and fees. A union card indicates that the employee signing wishes that the union be his/her representative in all future dealings with WestJet. As we have seen in both YYC and YVR, a union can automatically certify by receiving signed union cards from 50% +1 of the employee group.

In addition to the constitution, collective agreements that the unions have negotiated with other companies including airlines are available on-line and can be used as a resource. There are many online resources that can provide easy access to information in order to provide you with the tools to make an educated decision. You can find a lot of helpful information about unions and this important legal process online, including such sites as those listed below:

- The Canada Industrial Relations Board (CIRB) at <http://cirb-ccri.gc.ca>
- Labour Watch at <http://www.labourwatch.com/home/index.php> or Toll Free: 1-888-6LABOUR (1-888-652-2687)

Unions are a business whose main source of revenue is dues and their growth depends on them adding new members. We are a large station and an attractive target with the potential to provide a significant source of additional revenue.

I encourage you read through the Q & A below and ensure that whatever decision you make it is an informed one. If you do have any further questions, please ask any member of the leadership team or don't hesitate to contact me directly.

Thank you!

Darryll

***What does it mean if a sign a union card?***

A union card is a legal document and by signing one you are agreeing to the terms of union membership and all obligations outlined in the union constitution. You are also saying that you want the union to be your legal representative in all future dealings with WestJet.

***How long are signed union cards good for?***

Union cards under the Canada Labour Code are valid for 6 months. After which time the union would need to ensure payment of at least another \$5 to keep them current.

***If the union is certified will I have to be a part?***

As previously indicated, a union can be certified by a vote or by 50% plus one of the bargaining unit signing union cards. If this happens, then everyone in the bargaining unit will be members of the union regardless of whether or not they supported the union or signed a card. This is a democratic process where a simple majority can make the decision on behalf of the entire team.

***If Airports unionize, how will my representation with WestJet change?***

If Airports WestJetters decide to join a union, this means that they have chosen to have the union as their representation with WestJet. The relationship between WestJet and union members would be outlined in a collective agreement that would be negotiated.

***If I unionize will I get more money?***

If a union is successful, the only thing they can guarantee is that you will be represented by them in your dealings with WestJet, that you will be bound by the terms of the constitution, and that you will pay dues. Wages and working conditions cannot be guaranteed as they would need to be negotiated with WestJet. Negotiations start from a blank page and compensation would need to be

negotiated. There are no guarantees and no union can make any company pay any more than they are willing or able to.

**Can a union prevent WestJet from contracting out like has happened at the other airports in Canada?**

The union cannot guarantee that WestJet would be prevented from contracting out work if it is successful. Rather this item, as with any other term or condition relating to employment, is subject to negotiations between the union and WestJet, and the people doing the negotiating may make trade-offs or value different outcomes.

**If I have signed a card and have changed my mind about supporting the union, how do I cancel it?**

This below information is from the Labour Watch website.

- *To cancel your card, you must fax or courier a signed, dated document with your name clearly legible telling them that you wish to withdraw your Application for Membership. Also tell the union that you do not want the union to make an Application to unionize your job or workplace.*
- *You should also send a copy at the same time to the Canada Industrial Relations Board so they have a copy. If your courier it, remember to keep a copy for yourself. As this document has to be received by the Labour Board before the union makes an application for certification to be effective. You must do it as soon as you realize that you do not wish to join the union.*
- *There is a cancellation form available as well as instructions on how to cancel a union card on the Labour Watch website and can be found at [www.labourwatch.com/downloads](http://www.labourwatch.com/downloads).*

The [Canada Industrial Relations Board](#) can also provide you direction as to remove a card. A letter to the union will also suffice when wishing to revoke a union card. The letter must state you do not wish to have the union represent you and would like to revoke your payment of \$5.00. Again, you should keep a copy for yourself and can send a copy into the CIRB to ensure your card is not utilized during the application process.