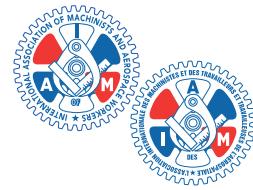


**INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE WORKERS**
**ASSOCIATION INTERNATIONALE DES MACHINISTES
ET DES TRAVAILLEURS ET TRAVAILLEUSES
DE L'AÉROSPATIALE**



Office of the Canadian General Vice-President • Bureau du Vice-président général canadien

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June 16, 2020

Sisters and Brothers:

Re: Air Canada – CEWS Extension

Over the past few days I have had a number of emails and inquiries, looking for further clarification. At the outset, I point you to our on-line resources:

- I have set forth in a published letter the activities that led to the CEWS program extension. That letter is found on the DL140 Website: <http://district140.iamaw.ca/wp-content/uploads/2020/06/GVP-Letter-re-Air-Canada-CEWS-Extension-June-9-20.pdf>.
- There is also a great deal of other Covid-related information on the IAM Canada Website: <http://www.iamaw.ca/covid-19-news/>.
- The IAM is actively engaging members in a letter-writing campaign to Prime Minister Justin Trudeau, Finance Minister Bill Morneau and NDP leader Jagmeet Singh. I encourage all IAM Members to sign and support this campaign: <http://www.iamaw.ca/the-wage-subsidy-program-canadian-workers-lifeline-not-to-be-taken-away/>

At the outset: **the IAM did not lay off one single person from Air Canada or from any other IAM-represented workplace.** That was the employer's action, and it is one we strenuously opposed. We continue today to fight for keeping the maximum number of members employed or on CEWS, and we are working with the NDP Caucus to apply pressure to the company.

Air Canada has stated their current numbers are based on their present needs, plus their anticipated needs over coming months. **To be absolutely clear: the decisions on how many employees, which departments, and which locations would be retained on CEWS was made by Air Canada. Not by the IAM.** If the IAM had jurisdiction and authority to force Air Canada's hand in this decision, the Company would be keeping every single person on CEWS. It is the best thing for our members, as it is much-needed income in their pay cheques.

In our discussions with Air Canada, they gave us a "take it or leave it" ultimatum. It was either 541 members or nothing. I have received some correspondence from members who feel that we should have taken nothing – Zero employees on CEWS. This would have been a disservice to those members who are next in seniority to be recalled to work.

Further, this would have meant that **all inactive members of Air Canada would have been laid off** and forced onto the CERB, as Air Canada had no intention of continuing the CEWS benefit for everyone. It would not have resulted in everyone being placed on CEWS. I understand this is precisely what happened with flight attendants – all of whom are now on lay-off status, where they could have retained CEWS benefits for their next senior group.

Based on the number of IAM members to be retained on CEWS inactive status (541), it is estimated that the value of these added funds for those members is in excess of \$1.68 Million. The IAM could not in good faith leave that money on the table. The decision to move forward was made after a great deal of consideration and deliberation.

To take an all-or-nothing approach would have been an ill-considered and improper decision on behalf of the IAM members who are next in seniority for anticipated recalls. Some members have taken the view that “if I cannot have the CEWS, then nobody should.”

I respectfully disagree. Ultimately, this was the right decision for the IAM and for our membership – especially for those next in seniority to be recalled. We considered it very carefully and it was made in good faith on behalf of the IAM membership. I would do it again today.

Finally, there is no ability for the IAM to force Air Canada to retain everyone on the CEWS program. That will require legislative change by the Federal Government; we are pushing this as shown in bullet 3 above, and with our NDP partners in Parliament. More signatures are needed. Please add your name, and then send this to your co-workers, your families and friends.

We know this is a difficult time for all our members, both within District 140 and in all Districts and sectors across Canada. We continue to support and represent them all.

In Solidarity,

A handwritten signature in blue ink, appearing to read "Stan Pickthall".

Stan Pickthall
General Vice President

SP/jc