

IN THE MATTER OF AN ARBITRATION

B E T W E E N :

AIR CANADA

- and -

IAMAW

Monthly Review

MARTIN TEPLITSKY, Q.C.
Arbitrator

APPEARANCES:

On behalf of Air Canada: **John Beveridge**
Denis Boucher
Hugh Tait
Phil Brennan
Andrea Zaffaroni

On behalf of IAMAW: **Tony Didoshak**
Gary Sinclair
Boyd Richardson
Derek Morgan
Dave Freeman
Dan Adams

Hearing held on June 4, 2013

Technological Change

Decision: The Union seeks a declaration that the employer has failed to comply with the requirement of Article 20.20.03. The employer submits that its March 5, 2013 email is de facto compliance. I have read the email. Although it addresses most of what Article 20.20.03 requires, it does not address specifically the implementation date or the impact on terms and conditions of employment. I am also concerned that the discussions required under 20.20.01 and 20.20.02 have fully occurred. To date these have been general and have not reflected the current reality. Accordingly, I award as follows:

1. The employer must meet with the Union to present in detail the proposed technological change.
2. It shall deliver forthwith written notice as required by 20.20.03.
3. Pending the 120-day period's expiry, the employer may maintain a parallel system Lav/Water.
4. Any issues that management will be performing the work of Lav/Water levels under the proposed changes can be addressed at a hearing on a date to be agreed. Hopefully, the meeting as aforesaid may bring clarity to this issue.

DATED the 5th day of June, 2013.



MARTIN TEPLITSKY, Q.C.
Arbitrator