

**FOR MORE THAN 13 YEARS,** ALPA has had the honour of representing Canadian airline pilots. The merger between CALPA and ALPA marked a crucial step in the Association's history and mission to be the voice of *all* airline pilots in North America. The union grew not only in its culture and numbers, but also in its vision—defining ALPA's international



OCA

focus. Today, the Association remains unmatched in its unwavering efforts to achieve quality-of-life standards for all of its 53,000 members. For its members above the 49th parallel—those 2,450 airline pilots and professional flight engineers who gallantly represent the profession—ALPA proudly showcases the flight crews of Air Transat, Bearskin, Calm Air, CanJet, First Air, Jazz, Kelowna Flightcraft, and Wasaya in this issue of *Air Line Pilot*. 🌐



# CANADA!

# AIR TRANSAT

## Pilots Negotiating for Improved Job Security and Safer Regulations

**C**ontract negotiations are front and center for Air Transat pilots. After 6 months of collective bargaining that began in January, the pilots and management have entered into conciliation. Capt. Sylvain Aubin, the pilots' Master Executive Council chairman, says, "Air Transat pilots are a unified group. We are committed to executing a respectful collective bargaining process and to obtaining a fair and equitable contract."

The pilots filed for conciliation in June after 6 months of intense face-to-face meetings with management came to a halt. The minister of labour appointed Conciliation Commissioner Maureen Flynn to oversee negotiations between the pilot group and management. "The pilots of Air Transat stand solidly behind their highly experienced Negotiating Committee," says Aubin. "Working together puts us in the strongest possible position to achieve the outcome we all seek: a viable, profitable, and sustainable airline."

In addition to contract negotiations, the issue of pilot fatigue and the need for revised flight- and duty-time legislation are top priorities for the pilots. Using the Association's experience as a participant in last year's FAA Aviation Rulemaking Committee, the group is working with other Canadian pilots to bring about much-needed change to current flight- and duty-time rules that push the limits of pilot exhaustion.

Capt. Martin Gauthier (Air Transat), chairman of the ALPA Flight Time/Duty Time Committee for Canada, is committed to improving scheduling practices for Air Transat pilots and other Canadian pilot groups to decrease pilot fatigue, which is exacerbated by the frequency of night flights the pilots make.

"Looking ahead, our pilots would like to be in a position



**Air Transat operates 18 A330s and A310s.**

to effectively partner with management to collaborate on a fatigue risk management system that mitigates pilot fatigue," Aubin says.

As Air Transat is largely an international operator, the pilot group anticipates many global challenges ahead. Open skies agreements, carbon tax ramifications, and fleet renewal are among the most pressing issues. "Since we will be in the middle of an international market soon, we must look forward and be ready to work with our company's management as partners," notes Aubin.

Air Transat, Canada's leading holiday travel airline, specializes in both scheduled and chartered flights from several Canadian cities to global vacation destinations. The airline has a fleet of 18 A330s and A310s, and the pilots transport approximately 3 million passengers annually to nearly 60 destinations in 25 countries, including Austria, Belgium, France, Germany, Greece, Ireland, Italy, the Netherlands, Spain, Switzerland, and the UK.

The company recently added several new routes, including a flight to Bale-Mulhouse on the French-Swiss border and new connections between Montreal and Dublin, Toronto and Nice, Vancouver and Paris, and Calgary and Paris.

—Lynn Konwin, ALPA Senior Communications Specialist

# BEARSKIN

## Rewards Seen for Positive Labour Relations and Contract Maturity

**T**he nature of Bearskin flying has changed since the airline sold its Northern Division to Wasaya a few years ago, and the airline has since established a definite niche, offering daily scheduled passenger service throughout Ontario and Manitoba.

Bearskin's main pilot base is in Thunder Bay, Ont. (CYQT). The airline has two smaller pilot bases in Sioux Lookout, Ont. (CYXL) and Winnipeg, Man. (CYWG). "Bearskin has found its place in the commuter world and appears to be doing well," says Capt. Danny Parnham, the Bearskin pilots' Master Executive Council chairman.

Today, the "Bear" continues to offer more than 100 departures

daily to 17 destinations in Ontario and Manitoba. No other airline offers more service between northern Ontario's key cities.

Thunder Bay and Sudbury combined feature more than 25 departures daily and act as Bearskin's major hubs, linking northern Ontario's five largest cities and a number of smaller communities to Winnipeg, Man., and Ottawa, Ont.

The pilots fly routes as far south as Kitchener/Waterloo, Ont., and as far north as Flin Flon, Man. East/west operations extend from Ottawa to Winnipeg.

Bearskin has indicated that it will be increasing service between Ottawa and Kitchener/Waterloo from three to five flights daily and is looking to add one, or possibly two, Metroliners to its existing fleet of 14.

Bearskin has also confirmed that it has begun a pro-





**Bearskin operates a fleet of 14 Metroliners.**

cess to take over the southbound routes from Thunder Bay that Delta Air Lines is getting set to abandon on October 10. The airline hopes to develop a partnership with Delta, which would see Bearskin send flights to and from Minneapolis, Minn., with passengers having the option to connect to Delta flights as needed. Due to the increase in flights, the airline will be hiring additional pilots.

Bearskin's fourth contract was ratified 4½ years ago, and to date no grievances have been filed. "Our contract is starting to reap the rewards of maturity and a positive labour-management relationship," says Parnham.

Advancements to the current contract focused greatly on quality-of-life issues. "Contract No. 4 provided pilots with improved work rules beyond the basic parameters found

in Transport Canada's current flight-time/duty-time regulations," says Parnham. "When the time comes to negotiate our fifth contract, we will strive to reach a settlement that will benefit not only the pilot group, but also our airline's business plan."

In 2010 and beyond, the Bearskin MEC plans to take a leading role in pushing for improved flight-time/duty-time regulations for Canadian pilots. As an appointed member of the ALPA Flight Time/Duty Time Committee for Canada, Parnham says he is 110 percent committed to bringing science-based improvements to the current Canadian flight-time/duty-time regulations. "I will advocate to the best of my ability the concerns of 703 and 704 pilots in Canada," says Parnham. Under Canadian aviation regulations, the 703/704 weight classification refers to airplanes with 19 or fewer seats.

For the Bearskin pilot group, as with many other Canadian and U.S. pilot groups, fatigue is a critical factor of daily operations. Bearskin pilots fly as many as 12 legs per day in 704 aircraft without the assistance of autopilots. "As exhausting as this is, many more carriers have no limit to cycles and routinely fly more than 12 legs per duty day. Fatigue is an issue that doesn't affect just our personal lives but those of our families and the flying public as well. An accident should not be the catalyst for changing our country's flight-time/duty-time regulations," says Parnham.

—Lynn Konwin, ALPA Senior Communications Specialist

## CALM AIR

### Commitment to Solid Communications Is Key

**C**alm Air pilots continue to strengthen the solidarity that they've worked hard to build as a pilot group. Recently, the pilots celebrated two successful Family Awareness gatherings in Thompson and Winnipeg, Man., with plans to have more. "We want to encourage our pilots to continue attending gatherings that foster good communications such as the ALPA-sponsored Family Awareness events we began having last summer," says Capt. Glen McGregor, the pilots' Master Executive Council chairman. "The strong line of communication that the pilots have developed is a key element of our success both on the job and at the negotiating table."

"These gatherings are an opportunity for us to remind our members that ALPA continues to build on its success of representing Calm Air pilots and that families are an integral part of that success," says Capt. Richard Cenerini, the MEC's secretary-treasurer. Last year, Calm Air pilots and their families attended picnic gatherings at Paint Lake in Thompson, Man., and Assiniboine Park, in Winnipeg, Man.

"We're getting more and more pilots to volunteer their time," says Cenerini. "The fact that so many of our pilots have chosen to stay and dedicate their careers here says a lot about what we have achieved."

The MEC is focused on maintaining positive working conditions for Calm Air pilots while also planning for the



**Calm Air F/O Joel Lautenschlager at the Arctic Circle in Repulse Bay, Nunavut (CYUT), on the longest day of the year, June 21, 2010.**

future. "We are working to mold the framework for contract negotiations in 2013," says McGregor. "Calm Air is a profitable airline, and we take a lot of credit for making and keeping it that way."

The MEC is evaluating lessons learned from their ALPA counterparts. Since the airline was sold to the Exchange Industrial Income Fund last year, the pilots know they need to be prepared for a new and evolving management-pilot relationship. "We plan to look to

the experience of other pilot groups around North America, especially ALPA-represented pilots, to help us prepare for this new reality," says McGregor.

Looking ahead with an eye toward the airline industry in Canada, the Calm Air pilots remain committed to supporting improvements across the board. "We feel strongly that

we can make positive contributions to help develop flight- and duty-time legislation," says McGregor. "And we are highly committed to helping Calm Air continue to progress as an industry leader in the regional and commuter-freight industry."—*Lynn Konwin, ALPA Senior Communications Specialist*

## CANJET

### Pilots Gear Up for a Fresh Start, Elect New MEC Officers

**O**n August 10, the CanJet pilot group elected two pilots to serve as representatives on the Master Executive Council. Capt. Alex Sirros will serve as CanJet's MEC chairman. F/O Jon Mason will serve as vice-chair. On July 12, F/O Adrian Griffiths was elected as the MEC's secretary-treasurer. Capt. Bruce Dandurand stepped up to the plate last June to serve as the interim MEC chairman. "Our recently held elections brought 75 percent of our members to the ballot box, giving a strong mandate to our MEC," says Dandurand.

"We're eager to get started on a number of goals," says Sirros, who has already begun working on several initiatives to improve pilot unity. "Implementing more effective communications is going to be a key priority for us going forward." The MEC is making enhancements to its website, instituting a

monthly newsletter, and reaching out to the pilots for their input on what they perceive to be critical challenges. "We want to build our present committees and work with them to establish their roles within the MEC structure and ensure that every one of our members has the opportunity to be heard," says Sirros. Resolving ongoing issues regarding newly established bases and master seniority list bidding are also priorities for the MEC.

In addition to the communications efforts, the CanJet MEC is also actively supporting the initiatives of the ALPA Flight Time/Duty Time (FT/DT) Committee for Canada, chaired by Capt. Martin Gauthier (Air Transat). Griffiths attended the first official kickoff meeting of the Committee in December 2009. "Flight-time and duty-time issues are not simply pilot concerns. They affect every single person who steps aboard an airplane. We at CanJet, along with other ALPA members, are proud to be making positive changes for all airline pilots in Canada and to further enhance passenger safety," Griffiths says.

Last year, the CanJet pilot group made international headlines on April 19 after the heroics of the flight crew successfully thwarted an attempted hijacking of Flight 918, piloted by Capt. James Murphy and F/O Glenn Johnson. With the tumultuous repercussions of that event behind them, the newly elected leaders of the MEC are looking forward to getting a fresh start for the remainder of 2010 and beyond.

CanJet pilots became ALPA members in June 2006 and ratified their first collective agreement in June 2008. The 4-year agreement provides CanJet with job stability, enabling management to focus full time on building CanJet as Canada's premier charter airline. The airline operates an all-next-generation fleet of B-737-800s that increase fuel efficiency and range while reducing noise and carbon emissions.—*Lynn Konwin, ALPA Senior Communications Specialist*



**Capt. Alex Sirros, the new CanJet MEC chairman.**

## FIRST AIR

### Flightcrew Members Gear Up For Negotiations

**T**he bargaining cycle never ends at ALPA, a reality that is just as true among Canadian pilot groups as it is south of the border. With the Jazz Air contract just completed and bargaining heating up at Wasaya and Air Transat, the latest ALPA group entering contract

talks is also one of its newest: First Air.

First Air's 154 pilots and flight engineers have been eagerly awaiting the opportunity to negotiate a new contract since they joined the Association in 2008. In fact, gaining the financial resources, staff support, and bargaining expertise of the world's largest pilot union was the major reason why leaders from the former First Air Pilots Association (FAPA) decided to become ALPA members.

First Air, or "The Airline of the North" as it calls itself, flies



**F/O Tim Lee, in a B-767 freighter, prepares for the return flight to Ottawa, Ont., from Frobisher Bay, Iqaluit, NU.**

both scheduled service and charters to some of the most remote locations in the Canadian Arctic out of bases in Ottawa, Ont.; Iqaluit, NU; and Yellowknife, NT, using a mix of jet and turboprop airplanes. It once held a near monopoly delivering food and mail under government contracts but lately has seen a number of rivals, including Canadian North and, most recently, Air Canada and WestJet in 2009, enter its markets.

In one of their first successes after joining the Association, the pilots negotiated a letter of agreement with management

last year that made it much easier for pilots to transition between aircraft types without losing seniority.

"Previously, our pilots had been stovepiped into staying with a certain aircraft type, like the 737 or the Hercules," says the pilots' Master Executive Council chairman, Capt. Jamie Biggs. "We are now getting away from that kind of 'apartheid' mentality to allow greater career movement across the system."

First Air's contract with its flightcrew members expires at the end of December. Members of the pilots' MEC and Negotiating Committee, as well as ALPA staff and Canada Board members, recently met in Ottawa to begin drawing up a blueprint for opening contract talks this fall.

Since this will be the pilot group's first ALPA contract, F/O Mike Edwards, the pilots' Negotiating Committee chairman, says many sections of the existing agreement need to be cleaned up to bring them up to airline industry and ALPA standards.

"We have a lot of regular work processes that lack any kind of formal contract language, so we need to get these in writing and add clarity to our next agreement," says Edwards, one of the former FAPA leaders who brought the independent union into ALPA. "On the plus side, our current management has changed dramatically for the better in the past 18 months, so we anticipate a good working relationship when we sit down to open bargaining later this year."—*Rusty Ayers, ALPA Senior Communications Specialist*

## JAZZ

### The Strength of Jazz Pilot Unity

**W**hen pilots see threatening thunderclouds on the horizon, they know that a bumpy flight and some turbulence might lie ahead. And a bumpy ride is exactly what the more than 1,500 pilots of Jazz Air prepared for as they began their contract negotiations.

For Capt. Barry Turner, chairman of Jazz's Strategic Preparedness Committee (SPC), getting through the heavy chop would take a well-devised plan. Turner realized that he would need the strong backing of the Jazz Master Executive Council leaders, an experienced Negotiating Committee, and enough dedicated pilot volunteers to fill a hockey stadium, or at least a few good pickup games at the local rink. Turner knew that he had the first two requirements locked in. The third requirement, getting enough volunteers to stay the course for an unspecified length of time, was going to be a challenge.

Turner didn't underestimate the important role that Jazz pilot volunteers would play during an arduous negotiations process. A key element of his plan was to recruit a core group of pilot volunteers to form an SPC. Five individuals stepped up to join forces with Turner as he prepared to build a strategy for capturing the attention and support of every Jazz pilot across five geographically dispersed areas in Canada, including F/O Brian Kaban, the F/O rep for the Calgary pilots; Capt. Glenn McMullin, the Family Awareness chairman;



**The Jazz SPSC at the Toronto strike center.**

Capt. Noreen Newton, the Communications Committee chairman; and Capt. Dave Murray, the Pilot-to-Pilot® chairman. The fifth person, F/O Ricardo Bonito, whose wife had just given birth to their first child, became one of the first pilot volunteers to donate his time.

The SPC began charting a course for the pilot group, choosing "Strength in Unity" as the pilots' campaign slogan. The SPC worked closely with the Negotiating Committee to achieve the pilots' contract goals of increased pay, an improved pension, and career stability. "We wanted a career contract that would allow our pilots to build their careers with



Jazz and help grow the airline,” says Turner. While the Jazz MEC and Negotiating Committee were preparing for discussions at the bargaining table, the Jazz SPC took advantage of a variety of resources in the ALPA toolbox, including two programs that had an enormous effect on the pilot group: ALPA’s Family Awareness and Pilot-to-Pilot® programs.

McMullin began organizing pilot events at Jazz’s five main bases across Canada: Calgary, Halifax, Montreal, Toronto, and Vancouver. The task seemed daunting, admits McMullin, who wasted no time harnessing the enthusiasm of the pilot group. In May 2008, the pilots kicked off the start of negotiations by holding a Strength in Unity rally in Toronto that attracted more than 120 pilots and their families. “It caught on fast,” says McMullin. “We were able to get the pilots and their families to come out and join each other for some quality time while educating everyone about how the negotiations were progressing.”

Jazz pilots also conducted a series of well-executed road shows throughout Canada to ensure that no pilot was left behind in receiving accurate, up-to-date information, a move that helped to quell the rumour mill. On May 27, a resounding 99 percent of Jazz pilots voted to authorize a strike should it become necessary. For this round of bargaining, the challenges extended beyond the bargaining table, including unexpected government intervention by the minister of labour. However, on July 9 Jazz pilots prevailed and ratified a new 6-year agreement reflecting the career contract that they collectively worked to secure for more than 2 years.

“Despite all the hurdles we encountered, we achieved an

improved collective agreement without going on strike, and we did it while remaining focused, professional, and unified,” says Bonito, who is the pilots’ new Family Awareness chairman and a mainstay on the Jazz SPC. “I have never seen such solidarity and professionalism within a pilot group. More importantly, this type of solidarity could not have been achieved without the strong leadership of the Jazz MEC and SPC and the resources and training that ALPA provided.”

“The complete support of the pilot group was imperative,” says Turner. He experienced the merger in 2001 that brought four separate Canadian airlines—AirBC, Air Ontario, Air Nova, and Canadian Regional—together to form a single entity. “That process taught me that unity is the key to any successful undertaking.” One more key ingredient is needed, according to Turner: a few good stories to share with the pilot volunteers should they come upon more thunderclouds. And it turned out that he had several. Turner shared the following parable with the Jazz pilots: In an often-repeated example of unity, a father tells his son to break one stick. The son breaks the stick quite easily. Then the father tells his son to bundle 10 sticks together and then to break them as a bundle. The son cannot do it. The act of putting 10 sticks together made the bundle strong enough to withstand the pressure exerted by the son in his attempt to break the sticks.

“As line pilots, we are the vital link in determining the outcome,” says Turner. “When management sees the pilots are unified and standing strong behind their Negotiating Committee and MEC leaders, it knows it’s up against a formidable force.”—Lynn Konwin, ALPA Senior Communications Specialist

## KELOWNA FLIGHTCRAFT

### Pilots Focused on Growth

**W**ith negotiations now a year behind them and a new contract in place, the Kelowna Flightcraft pilots have reason to be pleased. The pilots’ Master Executive Council worked diligently with management for nearly 2 years to secure a 6-year agreement in early 2009, which became effective in November of that year. The new agreement was drafted from scratch, and because every section was completely rewritten, the contract leaves little room for misinterpretation.

Despite negotiating during one of the biggest economic downturns in Canada’s history, the pilots were able to secure a progressive contract that includes wage increases in the range of 10–12 percent with an additional 9 percent in longevity increases over 5 years. In addition, the new contract improves the pilots’ quality of life by allowing them to have a greater

degree of control over their schedules while reducing involuntary overtime.

Angus McGrath, the pilots’ Negotiating Committee chairman, worked to ensure there would be a smooth transition to the new contract. “Our MEC works very well as a team, and we did everything we could to make sure that this con-



**A Kelowna Flightcraft DC-10-30F lands at Calgary, Alberta, B.C.**

tract was fair and equitable for our group. Going forward, we are intent on protecting the rights of our pilot group while at the same time continuing to maintain an open dialogue with management.”

Capt. Ian Gold, the pilot group’s MEC chairman, was elected shortly after the new contract was ratified; despite the completion of the “heavy lifting,” he remains focused.

“We were able to obtain a superior contract, but now it’s time to keep an eye on the details, monitor enforcement, and ensure that our pilots are receiving the benefits we worked so hard to achieve,” Gold says. The pilots’ Negotiating and Grievance Committees have been working closely with management to implement new contract sections and proactively resolve any grievance issues.

With contract negotiations completed, pilots and

management are now focusing on economic recovery, the growth of the company, and expanding the fleet and route structure. As the largest of only two Canadian freight airlines with widebody equipment, Kelowna has carved out a unique niche in Canada’s air cargo market and is poised for substantial growth.

Kelowna Flightcraft pilots take to the skies every night in their fleet of Douglas DC-10s, B-727s, and Convair 580s to move approximately 600,000 pounds of freight for Purolator and another 300,000 pounds for Canada Post. The company is currently seeking international work for the DC-10 fleet. The pilots are based in domiciles covering the entire expanse of Canada, from Vancouver, B.C., to Halifax, N.S.—*David Fisher, ALPA Senior Communications Specialist*

## WASAYA

### Pilots Continue to Work Toward An Agreement

**M**ore than 2 years ago, Wasaya pilots began meeting with management, hoping to reach their first collective bargaining agreement. Today, the two sides continue to meet and make progress, but the situation has dramatically changed.

In February 2009, after numerous studies and number

Wasaya provides the majority of lift to 25 First Nation communities in northwestern Ontario—many of which are inaccessible by road and rely on Wasaya to fly in food, fuel, and medical supplies. If Wasaya stopped operating or even had to cut flights, these communities would be put at risk.

“Although we’re disappointed we are not allowed to use this important tool for negotiations,” says Capt. Jeff Braun, the Wasaya pilots’ Master Executive Council chairman, “Wasaya pilots understand that our most important commitment is to the populations we serve.”

With the agreement signed, negotiations moved on to a much different path. In December 2009, the Wasaya pilots applied for conciliation from the Federal Mediation and Conciliation Services. Since then, talks have been taking place under the direction of a conciliation officer. These mediated negotiations were scheduled to end in February 2010, but progress continues to be made. Consequently, both sides have agreed to extend the time line and keep meeting.

However, if talks break down and both parties reach impasse, a work stoppage won’t take place. Instead, the two sides will submit the remaining issues to interest arbitration, and a neutral party will resolve the outstanding contract sections. Both pilots and management hope to avoid this outcome

and decide their own fate by reaching an agreement.

“With the support of our union and the full array of ALPA resources at our disposal,” says Braun, “we will continue to work with management toward obtaining an agreement that helps our company succeed and grow while protecting the careers of every Wasaya pilot.”—*Jen Lofquist, ALPA Communications Specialist*



**A Wasaya Beech 1900D on final to Thunder Bay, Ont.**

crunching, the pilots agreed with management that Wasaya Airlines was an “essential service” and signed a Maintenance of Activities and Dispute Resolution Agreement. Under the Canadian Labour Code, if a disruption of services could pose a danger to the public, then the services are considered essential and work stoppages (either by strike or lockout) are prohibited.