



November 02, 2018

In this week's update, we want to highlight the following:

- From Your MEC
  - "One List" Update
  - Arbitration Update
  - MEC Vice Chairman Vacancy
  - Stay Connected to WestJet ALPA/Feedback for us?

From Your MEC

Fellow pilots,

### **"One List" Update**

In Washington, D.C., we held a joint MEC meeting with the Encore MEC. There were many items to discuss about how to work together, but one of the most important interim steps was to formalize an agreement and language between the two pilot groups on how to recognize the contribution that all pilots bring to WestJet. This agreement recognizes the seniority of WestJet and Encore pilots within the WestJet group. This document has been legally reviewed and meets the requirements set forth under the ALPA Constitution and Canadian labour law.

This initiative follows the original intent of the "One List," a policy that was overwhelmingly supported by pilots (based on survey results) at WestJet. Additionally, we believe WestJet group should view this agreement as good for them, as a major retention and attraction initiative at Encore.

The two MECs will propose this formal agreement in the form of a Letter of Understanding (LOU) between both pilot groups to WestJet management. They in turn will also have to accept the LOU and be a signatory. The final step will be to hold a pilot vote at each group before it will be implemented.

While only a first step of many toward fully uniting with the Encore pilots, this will serve as an excellent example of how unity between pilot groups can benefit the pilot profession and airlines in Canada.

For far too long, we have allowed corporations to divide pilots, and this has been to the detriment of our profession. We firmly believe that when we have all the professional pilots working together across Canada, we will be in a much stronger position to advocate for pilots and start moving forward together. It will only be our

unity that will give us the strength to make the changes to our industry and our profession that pilots have desired for so long.

We expect to present this LOU to WestJet Airlines shortly.

### **Arbitration update**

This week, we submitted our submissions to Arbitrator Kaplan. We are confident that our proposals are reasonable and fair. Our negotiating team is now studying management's submissions to formulate our response, which is due on November 16.

Mr. Kaplan ordered pilots and management to hold all submissions confidential, due to the financially sensitive data contained within. We understand this to be a normal procedure. Formal hearings will follow on December 8-10. In order to smoothly transition to the collective agreement, following the hearings we will begin to prepare a number of our key committees in anticipation of receiving the final contract.

We receive many questions about how we think Mr. Kaplan will rule. We don't know, but we can provide some information as to how an arbitrator in interest arbitration formulates their final award.

An arbitrator will look at interest arbitration principles. These include "**replication**" (what the parties could reasonably anticipate to have achieved in negotiations), "**comparability**" (looking at industry comparators), and taking into account that this is a first collective agreement. Also, with the understanding that this first WestJet pilot contract will serve as the basis for all of our future contracts, our negotiating team invested significant efforts into making it as strong a foundation as possible.

Given this, we remain confident that this will result in a final award that, in its entirety, will address our pilots' mandate and what we have consistently advocated for all along.

### **MEC Vice Chairman Vacancy**

An MEC officer vacancy was created when our current MEC vice chairman, Tim Perry, was elected to be the next ALPA Canada President during the ALPA BOD meeting last week in Washington, D.C. We will hold an MEC meeting at 3 p.m. on Friday, November 9, 2018, at the YYC Marriott to allow the MEC to elect a replacement. This meeting will be open to all ALPA members in good standing. The vice chair is an important position and works with the chairman to run WestJet ALPA on behalf of the pilots. The vice chair will be elected by the six LEC status reps from YVR, YYC, and YYZ. Pilots interested in this role (or any other ALPA position) are encouraged to contact their local reps to get more information. In accordance with the [ALPA Constitution](#), nominated candidates do not need to be in attendance to be considered.

In unity,

Your MEC

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### Mission Statement

To serve and to be the voice for WestJet pilots. To improve our working conditions. To protect and advance our pilots' careers.

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