



Air Canada Pilots Association
Association des pilotes d'Air Canada

Sent via email: riley.box@alpa.org

July 6, 2020

Captain Riley Box
PAG MEC Chair
ALPA International
360 Albert Street
Suite 1210
Ottawa, ON K1R 7X7

Dear Captain Box,

I'm writing you today on behalf of the Air Canada Pilots Association to share our concern regarding deteriorating pilot-management relations at Perimeter Airlines, under its parent company Exchange Income Corporation (EIC). We have heard through numerous channels that Perimeter's management has moved against the contractual rights of its pilots and is engaging in labour practices that have been characterized as both unethical and illegal.

We are particularly troubled by reports of threatened layoffs proceeding without respecting seniority rights which, in our view, represent inappropriate leverage to unilaterally degrade working conditions that had been fairly bargained. The degradation of seniority rights is cause for serious concern, but the idea that such a move could be used as a threat to secure labour concessions is a blatant example of anti-labour behaviour that could leave lasting damage on both our profession and the environment for all labour in Canada. It is our understanding that this specific issue is now rightly before the Canadian Industrial Relations Board, and we wish you a speedy and just resolution to this issue for the sake of your pilots.

The members of the Air Canada Pilots Association stand against any airline management that would seek to breach contractual rights and thus undermine the collective bargaining environment in Canada. The current pandemic is a crisis of previously unimaginable scope and has wrought havoc across the industry. In times like these, experience tells us that the best chance for survival occurs when airlines approach their workers as equal stakeholders in their shared future.

We would encourage EIC to turn the page with their pilots and engage in a protective, focused process to ensure both the airline and its professional pilots survive this moment. We also strongly believe that if both sides approach the current challenge with respect, due consideration and good faith, that a sustainable culture of healthy labour relations will flourish, and in so doing return the airline to prosperity.

I trust you will share our thoughts and our solidarity with the professional pilots of Perimeter Airlines.

In solidarity,

A handwritten signature in black ink, appearing to read "Mike McKay". The signature is written in a cursive style with a large, sweeping flourish at the end.

Captain Mike McKay
MEC Chair
Air Canada Pilots Association

cc: Captain Tim Perry, President ALPA Canada (via email: tim.perry@alpa.org)
Captain Joe DePete, President ALPA International (via email: joe.depete@alpa.org)