



September 13, 2024

Questions and Answers: What to know in the event of a strike

This is a communication to all Unifor 2002 workers,

Unifor is closely monitoring ongoing negotiations between Air Canada and its pilot union – ALPA (Air Line Pilots Association). ALPA members are looking for fair compensation, improved benefits, and enhancements to current working conditions.

Earlier this year, ALPA members voted 98 percent in favour of strike action if a deal could not be reached with Air Canada. If the pending pilot strike does occur, it is certain to impact all of us in some capacity, even those of us not employed with Air Canada or with one of its affiliates.

Note: Air Canada Express (which includes operators Jazz Aviation and PAL Airlines) are not involved in current negotiations. These operations are scheduled to continue normally.

Here is a brief **Question and Answer** document in the event of pending strike action.

Question 1: What is strike action ?

Strike, or job action, occurs if a contractual agreement cannot be reached between the negotiating parties. Strike action may include a range of possible measures, including overtime bans, work to rule, rotating strikes and full walkouts. None of these measures can legally be taken without a favourable strike vote.

Question 2: When can the strike begin ?

If an agreement cannot be reached between the parties, and ALPA issues its 72-hour strike notice, the pilots may begin strike action as early as 12:01 a.m. on Wednesday, September 18.

Question 3: What is a Lock Out ?

An employer may not wait for a union to strike. The employer can serve a 72-hour lockout notice and deny employees access to the workplace. The result is the same as a strike, only that the employer has removed the service of employees instead of the employees removing their services.

/ Continued on page 2

Question 4: Is the ALPA strike legal?

Yes. To date, ALPA has followed the legal and necessary steps - according to Federal Labour laws - to pursue strike action. The last step (if an agreement cannot be reached at the bargaining table) will be to provide 72-hours advance notice of their intent to strike. The right to strike and picket is part of our fundamental rights of expression and assembly in Canada. Striking workers have the right to picket their employer's premises and the premises of its allies or related companies.

Question 5: Do I cross a picket line to get to work?

Workers not involved on strike are contractually obligated to report to work at their regularly scheduled time. However, picket lines may cause substantial disruption and delays. At no point should any Unifor member be disciplined if they are delayed/late to shift due to actions beyond their control. It is the employer's responsibility to ensure your safe passage into the workplace. If you do not feel safe crossing a picket line, please contact your employer immediately.

***REMEMBER:** Respect is a two-way street. We should respect our ALPA Sisters and Brothers in their right to strike. One day we may be in the same situation and will ask for their support.*

Question 6: Can I support striking ALPA pilots?

You may support striking workers by asking if you can join their picket line when you are not scheduled to work. (You should not wear and/or display any of your employee-related clothing or attire.) Bringing refreshments and snacks is another way to show support and is usually very appreciated.

For those not familiar with picket lines, they can be very uncomfortable when you are forced to cross. People are naturally nervous and emotions can run high. However, an information picket should be a positive place and a chance for all workers to show solidarity for each other, even when some are compelled to work by law.

We will keep you updated as details become available.

In Solidarity,



Tammy Moore
President, Unifor Local 2002