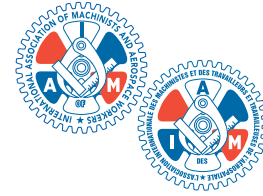


**INTERNATIONAL ASSOCIATION  
OF MACHINISTS AND AEROSPACE WORKERS**  
**ASSOCIATION INTERNATIONALE DES MACHINISTES  
ET DES TRAVAILLEURS ET TRAVAILLEUSES  
DE L'AÉROSPATIALE**



*Office of the Canadian General Vice-President • Bureau du Vice-président général pour le Canada*

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July 4, 2017

To All WestJet Workers:

I am writing to you as the General Vice-President of the IAM in Canada. We are the largest Union representing Air Transportation workers in Canada, and across North America. All of you work alongside our members every day, and you know the benefits they enjoy. We welcome WestJet workers to the IAM family.

On July 1st, many of you received an email from WestJet management. In this email, they expressed concerns that WestJet employees are seeking Union representation. We are also advised that WestJet representatives have begun to hold meetings with employees individually. WestJet should know the law in this area; while they may make their objections known, they may not intimidate or coerce employees who are seeking to join a Union. It is the right of all individuals to choose how they want to be represented.

Of course the Company prefers to speak to you directly, as opposed to bargaining with you as group of employees. As individuals you have no power, while as a group of employees you do have power to seek workplace changes. Collectively, you are much stronger. Certainly, we have recently seen that WestJet's pilots have recognized the value of joining a Union.

As the company has stated, your decision to join a Union is a significant one. We want to make a few brief points in response to the employer's letter:

1. The company states IAM will be a 3rd party, where in fact you are the Union, speaking with one voice. You will democratically elect your representatives at all levels of the IAM.
2. For clarity, the IAM promise is simply this: you will determine what your needs and priorities are, and we will work with you to achieve them. The IAM promises to provide resources, training and leadership skills to the representatives that the employees of WestJet elect as their spokespersons.
3. IAM will negotiate a collective agreement with WestJet – this will be negotiated by representatives elected from the ranks of WestJet employees. The IAM will provide professional representatives with the negotiating skills to make your bargaining successful. This will enable you to achieve a Collective Agreement that is fairly negotiated, with both the company and the members having equal status at the bargaining table. It is a contract that is binding on both parties, and provides the workers with rights that are legally protected.
4. It is your contract and you, the employees of WestJet, will determine if it is acceptable or not. You will vote on your contract. The IAM has successfully negotiated collective agreements with many airlines, including: United Airlines, Southwest Airlines, Air Canada, and Air Transat.

*Continued...*

5. The company correctly notes that the IAM does have a constitution, bylaws and collective agreements. These are developed and voted on by IAM members. As a member of the IAM, you have a say in developing all of these. We also agree that joining the IAM includes paying Union dues – every organization must sustain itself. All Union dues paid by IAM members are tax deductible. Also, you should also know the IAM is a non-profit organization under Canadian law.

The IAM is very proud of what we have achieved in the airline industry and the work we have done on behalf of our members. Solid collective agreements are only part of what we have accomplished. We also meet with representatives within the airline industry and with Government legislators to ensure all airport workers are treated with the dignity and respect they deserve.

We want to ensure that working in our industry is not just a job, but a career – a career where our members can be successful and rewarding. The IAM is the largest union in the airline industry across North America, and we look forward to having you join our strong IAM family.

We wish you well in your campaign for Union recognition, and we stand alongside you in your efforts.

Yours Truly,



**Stan Pickthall**  
**General Vice-President**

***PS. We assure all members that the Company will never know who signed a Union Card to join the IAM. WestJet management are NEVER provided with the names of those who choose to join us!***

If you have questions, please contact your IAM Representative for the WestJet Campaign in your region:

<b>Toronto</b> .....	Sam Jabbar.....	416-875-8140
<b>Calgary/Edmonton</b> .....	Keith Aiken .....	403-921-8140
<b>Vancouver</b> .....	Tania Canniff.....	778-319-4140
.....	Todd Haverstock.....	604-518-0029
<b>Montréal/Québec</b> .....	Vivian McConville .....	514-894-9140
<b>Winnipeg</b> .....	Richard Vezina .....	204-898-3451
<b>Halifax/St. Johns</b> .....	Ken Russell.....	902-221-6140

For more information, please visit **[www.IAMFamily.ca](http://www.IAMFamily.ca)**

<b>Snapchat</b> .....	IAMUnionCanada
<b>Facebook</b> .....	IAMAWCanada
<b>Twitter</b> .....	IAMAWCanada

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