

## COMMUNIQUÉ

October 30, 2023

Dear Local 2002 Jazz Line and JTS members,

On October 17, 2023, Unifor held a Jazz Line Maintenance leadership meeting, followed by a Union Management Headquarters meeting (UMHQ). Similarly, on September 12, 2023, Unifor held a JTS leadership meeting, followed by a UMHQ.

Minutes from the most recent UHMQ meetings are available below:

- **Unifor – Jazz Line Maintenance**  
(October 19, 2023) [available here](#)
- **Unifor – JTS**  
(September 14, 2023) [available here](#)

This bulletin will highlight some important items from these UMHQs and leadership meetings, with links to read more.

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### RED SEAL PROGRAM

At the leadership meeting there was a discussion around the Red Seal program. There appears to be some misunderstanding pertaining to this program, specifically that a Red Seal endorsement guarantees a certain regulated wage level across the country. This is not the case.

The Skilled Trades designation, as well as the Red Seal endorsement, are simply standardized methods of testing which indicates that the holder has the knowledge and skills necessary to practice a specific trade across Canada. Aircraft Maintenance Engineers already assess that through federally regulated training and licensing.

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The Red Seal program is a seal that is affixed to a provincial or territorial certificate of qualification and indicates that an individual has successfully passed the Interprovincial Red Seal examination. It is not proof of an apprenticeship, nor is it proof of provincial certification. The Red Seal endorsement indicates that a tradesperson has passed the Red Seal Exam for a trade.

There is not a regulated wage level guarantee attached to this designation.

The Aircraft Maintenance Engineer (AME) program is not considered a Red Seal skilled trade as it is not provincially regulated; it is federally regulated by Transport Canada. The AME license certifies the performance of maintenance across Canada.

To learn more about the Red Seal program, [click here](#).

## AME TRAINING OUT OF RECOGNIZED AVIATION SCHOOLS

Aviation carriers recognize the shortage of Aircraft Maintenance Engineers that is impacting North America. However, rather than attempting to make a career in aviation maintenance more attractive with higher wages and improved benefits, employers seem to be heading down the path to make getting an AME License outside of recognized schools easier to obtain.

Recently the province of Nova Scotia has invited stakeholders to join an advisory panel to discuss provincial standards for the AME trade, even though AME's are federally regulated.

Unifor has two locals that have AME's based in Nova Scotia. Representatives from these locals have applied to become members of the provincial advisory committee. This seems to be an industry-driven initiative and many are concerned that this may create a two-tier AME certification system, falling outside of the scope of Transport Canada's AME training programs.

Unifor has asked the two AME locals in Nova Scotia (JTS - Unifor Local 2002, and IMP Aerospace - Unifor Local 2215) to get involved [precisely] to ensure that we are aware of the implications of provincial regulations, and also to provide our input. Tim Way from JTS has been asked to apply to the advisory committee on behalf of Local 2002. We will keep our membership informed of any further developments. Coincidentally, Jazz has indicated some initiatives of their own (please see items 7 & 8 under new items in the Jazz Line UMHQ minutes).

[The Canadian Council for Aviation & Aerospace \(CCAA\)](#) has been developing training programs for industry to assist future-mechanics in pursuing a career as an AME (outside of recognized schools/training programs). Details are not available at this time but it appears that a lot of virtual workshops are involved. Additionally, participants would be eligible for wage subsidies, presumably from the government. Jazz will be communicating with the Bargaining Committee with details in the near future.



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The Union keeps an open mind to any and all proposals presented, and would weigh the benefits based on facts. Both of Unifor's contracts with JTS and Jazz Line Maintenance state:

*4.02.01 Apprentice Engineer - Comprises those employees, who have graduated from a full-time program at a recognized training institute, who perform the duties of an Engineer in a learning capacity under the direction of a Licensed Engineer. The Company will recognize Apprentice time spent working in a relevant classification within the airline industry. For the purposes of the foregoing, the Company agrees that it will not recognize distance learning courses or correspondence courses.*

## WORKERS BILL OF RIGHTS

The Canadian Transportation Agency's solutions to the chaos of travel have included tinkering with the **Air Passenger Protection Regulations**, dubbed the "passenger bill of rights." The regulations came into effect in 2019 and include:

- imposing higher fines
- making airlines provide refunds
- ability to communicate with people outside of the aircraft
- access to working lavatories
- proper ventilation and heating or cooling
- offer access to food, water and hotels when required
- after a 3-hour tarmac delay at a Canadian airport, the airline will be required to return to the gate so that passengers can disembark
- additional communication from airlines when flights are delayed and/or cancelled

Fulfilling the *Air Passenger Protection Regulations* and providing a hassle-free travel experience requires more workers and higher job quality in all segments of the industry. Unifor National President Lana Payne and the Unifor Aviation Council, chaired by our Local president, Tammy Moore, have put out a worker's bill of rights. This Air Transportation workers' charter articulates key rights that should form the cornerstone of a renewed and efficient airline sector. The first one is **FAIR WAGES**. [See here for more information.](#)

## MENTORING

The Company and Union are working collaboratively on improving the mentorship program.

You will see in the UMHQ minutes that the Employer and Union are attempting to work collaboratively to help our apprentices get the experience and knowledge required on their journey to become licensed AMEs.

The Union is putting forward the concept of establishing a **Local Apprentice Committee (LAC)** in each main base for Jazz Line Maintenance and JTS, to provide assistance to any matters relative to apprentice training and scheduling.



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This is only part of preliminary draft, but basically the Union is proposing the LAC would meet to:

- Review apprentice schedules and assignments and tasks for the next three-month period taking into account Transport Canada log book requirements.
- Ensure that apprentices are evaluated as required regarding their log book task status and on-the-job performance and to review each evaluation that does not meet the required standard during their probationary period.
- In general, to be responsible for the successful operating of the apprenticeship standards in the facilities and the successful completion of the apprenticeship by the apprentice under these standards.
- Modify processes or policies established by the LAC, subject to final approval by the LAC oversight committee.

Please remember that the core of **any** mentorship activities is from CAR 571.11(6):

*“If a maintenance release is signed by a person in respect of work performed by another person, the person signing the maintenance release must personally observe the work to the extent necessary to ensure that it is performed in accordance with the requirements of any applicable standards of airworthiness and, specifically, the requirements of sections 571.02 and 571.10.”*

## OUTBASE UPDATE

Currently there are no manpower level changes at any of our bases. (Reference [UMHQ minutes](#) for details.)

## PERSONAL DAYS

Clarity was laid out concerning Personal Days. For example, Personal Days do not come out of your sick bank. (Reference [UMHQ minutes](#) for details.)

## FLIGHT PASSES

The Union raised the issue that flight pass improvements from Air Canada would help JTS and Jazz with retention issues. The Employer was not in disagreement. (Reference [UMHQ minutes](#) for details.)

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We encourage our members to read the entire UMHQ minutes document. If you have any questions regarding the UMHQ, please contact your Bargaining Committee member. You may also contact your Unifor Vice President or Bargaining Chairperson directly:

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In solidarity,

Tammy Moore, Unifor Local 2002 President

Josée Genois, Assistant to the Unifor Local 2002 President

Don Ross, Jazz Maintenance Vice-President, Unifor Local 2002

