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OPEN LETTER

October 20, 2025

Delivered by Email

Paladin Airport Security Services (PASS) Ltd
Vice President of Aviation
701-1601 Airport Road NE
Calgary, Alberta T2E 6Z8
Email: bmattix@paladinairportsecurity.com

Attention: Ms. Brittany Mattix

RE: Request for Additional Bargaining Dates with Conciliator Andrew Wright During the 60-Day Window

Dear Ms. Mattix,

The Unifor Local 2002 District 266 Bargaining Committee is urgently requesting additional bargaining dates within the 60-day conciliation window, as governed by the *Canada Labour Code*. The 60-day period following the appointment of Conciliator Andrew Wright will conclude on December 13, 2025.

At present, bargaining sessions are scheduled for October 29, 30, and 31, and November 25, 26, and 27. Conciliator Wright advised Unifor late last week that the Company is unable to provide any further dates. It is important to note that these sessions have been scheduled since July.

Given the long intervals between bargaining sessions (due to the Company's limited availability since January 2025) and the ongoing challenges in securing additional dates, it is disappointing that these are the only available dates to convene. The Union's goal remains to achieve a fair and timely collective agreement that both parties can be proud of.

Our Bargaining Committee is available every day, including weekends, up to, and including December 13, 2025, to ensure this agreement is finalized. We strongly urge you and your bargaining team to identify additional dates so that significant progress can be made within the conciliation timeframe.

In your communication to the membership dated September 30, 2025, you reiterated your commitment to achieving a new collective agreement, and confirmed the bargaining dates in October and November, which we look forward to. However, to achieve this shared goal, additional bargaining dates are required. We trust you would agree that more than the currently scheduled dates will be required to focus on the members' priorities and achieve genuine progress at the table.

The current collective agreement expired on March 31, 2025. The Union agrees there is still much work to be done; however, given the Company's limited availability, progress has been slower than it should be. The Union remains fully committed to bargaining in good faith and in a timely manner to reach a fair and equitable agreement for our members.

We request that you contact Unifor National Service Representative Joanne Goulet as soon as possible to confirm and schedule additional bargaining dates **prior to the end of the conciliation period**. Ensuring that more sessions take place before the December 13, 2025 deadline is essential for both parties to bargain meaningfully and in good faith. The Union remains ready and available to meet as often as necessary to achieve a fair and timely collective agreement.

The Unifor Local 2002, District 266 Bargaining Committee



Kelly Wilson – Bargaining Committee Chairperson/District Chairperson



Deonn Anderson – Bargaining Committee Member



Sarah Smith – Bargaining Committee Member



Telly Doikas – Bargaining Committee Member



Harbans Minhas – Bargaining Committee Member



Harold Bateman – Assistant to the Unifor Local 2002 President



Tammy Moore – President, Unifor Local 2002



Joanne Goulet – Unifor National Service Representative

CC: Alison M. Adam (alison.adam@mross.com)
Andrew Wright (andrew.wright@labour-travail.gc.ca)