



Landings on gravel runways and ice strips might not be the norm for many pilots, but for the pilots of Canadian North, ALPA's newest member, it's all in a day's work. Canadian

# Canadian North

## Smooth Landings Ahead For ALPA's Newest Pilot Group

By Lynn Konwin, ALPA Senior Communications Specialist

North pilots fly throughout the Nunavut and Northwest Territories, often operating in demanding environments where instruments like magnetic compasses are unreliable. "The work we do is very challenging but extremely rewarding," says Capt. Chris Kampen, the pilots' Master Executive Council (MEC) chairman. "We operate in a

worked many days without receiving credit," says Kampen. "Now we receive credit for everything, which means more days off for our pilots.

"Our first agreement before joining ALPA was only 10 pages," says Kampen. "We now have a document with more than 70 pages." The pilots' new collective agreement represents more than two years of hard work by Capt. Jake Nagy, the Negotiating Committee chairman, and Negotiating Committee members Capts. Derek Thomas, Chris Drossos, Scott Hyslop, and Kampen. The group had been involved since the early stages of the negotiations and worked together to achieve an agreement that reflects the goals of the pilot group, including advances in employment protection for long-term job stability, pay rate increases, and overall quality-of-life improvements.

Kampen credits the pilot group's success to ALPA's leadership and support and to the pilots' experience and dedication. "We could not have completed this as quickly without the strength and solid backing of ALPA and the remarkable commitment of our pilot volunteers who executed an effective communications network for all of our pilots," he says.

For 2012 and beyond, Kampen and the other MEC officers, Capt. John Hankirk, vice chair; Capt. Corey Hazelwood, secretary-treasurer; and F/O Regan Bosch, executive administrator, "improvement" and "communication" are priorities. "We are engaging with the company to improve safety procedures," says Kampen. The MEC also worked to improve scheduling across the board on both the Dash 8 and B-737.

"Over the last year, we have worked to bring about several positive changes regarding Dash 8 operations, including improved scheduling with less deadheading, better overnight accommodations, and increased pay for new hires," Kampen says. The MEC leaders continue to encourage the pilots to communicate with one another so that everyone is informed and to get involved with their union.

The company has been hiring more pilots, especially ones who are eager to make a career at the airline. "Canadian North is a great place to work and offers just the right mix of stability and challenging work," notes Kampen. "A junior pilot on the Dash 8 can expect long eight-day pairings and on the 737 can expect a lot of back-of-the-clock flying."

In April 2011, ALPA's Executive Board unanimously approved a merger with the Canadian North Pilots Association, and the 100-plus pilots of Canadian North overwhelmingly voted in favor of the merger, which became effective on May 1. Canadian North is ALPA's ninth Canadian pilot group, joining eight other Canadian pilot groups—Air Transat, Bearskin, Calm Air, CanJet, First Air, Jazz, Kelowna Flightcraft, and Wasaya.

Canadian North is a major provider of scheduled passenger and cargo services from Edmonton, Alb., and Ottawa, Ont., to points throughout the Northwest Territories and Nunavut. The airline offers nonscheduled charter flights throughout Canada and the U.S. Canadian North is headquartered in Yellowknife, NT, and operates a fleet of B-737-200s, B-737-300s, and Dash 8-100s.



**A Canadian North B-737 at Doris Lake Aerodrome, a privately owned ice runway located on Doris Lake, Nunavut, Canada.**

very harsh but beautiful part of the world that very few people will ever see."

Since joining ALPA in 2011, the pilots have seen a whirlwind of change, including successfully ratifying a new collective agreement. "The transition from the Canadian North Pilots Association to ALPA has been a smooth one," Kampen says. "And pilot morale has improved considerably from what it was in the past."

Positive change also includes the implementation of a credit system that was previously nonexistent for Canadian North pilots. "In the past, we

### CNP at a Glance

- Flightcrew members joined ALPA: May 1, 2011
- Number of flightcrew members: 130
- Bases: Edmonton and Calgary, Alb.
- Headquarters: Yellowknife, NT
- Operations: Scheduled flights and cargo services throughout Nunavut and the Northwest Territories, as well as charter operations throughout Canada and the U.S.
- Fleet: B-737-200s, B-737-300s, Dash 8-100s