



AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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THE WORLD'S LARGEST PILOTS UNION | WWW.ALPA.ORG

May 7, 2021

Jerry Dias
National President, Unifor
115 Gordon Baker Rd
Toronto, ONM2H 0A8

Dear Brother Dias,

On behalf of the Air Line Pilots Association, Int'l, which includes more than 59,000 professional pilots at 35 airlines in both Canada and the United States, I am writing to express my dismay over what I understand is your support of a management-led effort to weaken hard-fought rest and safety rules designed to keep the skies – and our pilots – safe. Specifically, it has come to my attention that you may be in favor of Cargojet's expected request for exemptions to Transport Canada regulations regarding flight, duty, and rest requirements. If true, this would be an extraordinary betrayal of the hardworking women and men you purport to represent.

These long-awaited flight and duty time rules recently came into force for Canada's 705 operators in December 2020. With four months of operating experience, we can say that our members have reported that these science-based rules, while not perfect, represent a significant improvement over the previous set of regulations in Canada. Any exemption, waiver or weakening of these regulations would undermine safety and be a slap in the face to those who fought so hard to have them enacted in the first place. The debate over whether pilots should be protected from management abuse and forced to work when it's unsafe to do so is over, and it's time to move forward. No one – especially a trade unionist – should be trying to make it easier for management to put workers in harm's way particularly when that management has reported significant profits during the most recent quarter of operations.

The regulations in place today are the culmination of years of work and collaboration among all stakeholders in our industry. Every aspect of this regulatory regime was debated, and while stakeholders were not united in their agreement with every component part, we can agree that the balance achieved represents a significant improvement for all. Furthermore, the ongoing and frequent dialogue between industry stakeholders and Transport Canada officials at all levels has been constructive and has been a significant factor in the successful implementation of the new regulations. In particular, Canada's FRMS process – designed almost exclusively in consultation with air operators – provides the flexibility sought by air operators, aligns with other jurisdictions, and in large measure respects fatigue science and the experience of professional pilots.

It continues to be our strong view that no 705 operator should request or be granted any fatigue exemption outside of these already existing FRMS provisions. To do so would upset these carefully balanced regulations and fly in the face of fatigue science – especially when the current regulations already provide ample flexibility for operators.

ALPA has a long and substantial history of advocating for safety in the aviation industry both nationally and internationally, including working to ensure that Canada has a safe and effective aviation system. Based on the knowledge and experience that history brings, we urge you to reconsider any plan you may have to support Cargojet’s management-led effort to weaken rest rules and compromise your pilots’ safety.

Sincerely,

A handwritten signature in blue ink that reads "Joseph G. DePete". The signature is written in a cursive, flowing style.

Captain Joseph G. DePete

President

Air Line Pilots Association, Intl.

Joe.DePete@alpa.org