

WHAT ARE YOU WILLING TO LOSE?

AMFA has a long history of outsourcing maintenance jobs. At United and Northwest, thousands of maintenance jobs were lost due to weak AMFA contract language that let the carriers outsource maintenance work at will. At WestJet here in Canada, AMFA just negotiated a contract that gives WestJet the authority to outsource maintenance work for nearly any reason without any negotiation with the union.



***Switching to AMFA means
jobs being outsourced***

FACT: For 80 Years, Air Canada has been against a split of bargaining units, until they wanted what WestJet now has: weak AMFA Job Security language negotiated at Westjet.

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Read AMFA's WestJet contract language for yourself:

4-1.03 The Company shall be permitted to contract/subcontract out work that is performed by Employees pursuant to Article 4-1.01 above in the following circumstances:

- a) In order to finalize the acquisition of new aircraft or modifications on such new aircraft.**
- b) In situations where the nature or volume of work associated with a fleet campaign or project would significantly disrupt the regular work performed by Employees or would result in an undesirable fluctuation in employment.**
- c) In the event of an acute staffing shortage at a Base for which the Company is unable to sufficiently and permanently staff qualified Employees to perform the work. Prior to engaging contractors/subcontractors to conduct this work, the manager or their designate will inform the Union of the work that will be contracted/subcontracted out.**
- d) In the event there is an unforeseen increase in the volume of aircraft on ground, such that the performance of the work associated with these aircraft would significantly disrupt the regular work performed by Employees. Prior to engaging contractors/subcontractors to conduct this work, the manager or their designate will inform the Union of the work that will be contracted/subcontracted out.**
- e) To the extent necessary to protect the Company's schedule and operations due to circumstances beyond the Company's control.**

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If you are NOT an AME m2, E or S license, you will be collateral damage to AMFA's mission statement. If you are in GSE, Building Mtce., non-licensed (CAT 13,) tech writer, planner, communicator, data controller etc. your job can and most likely will be targeted for subcontracting under an AMFA negotiated agreement. For all GSE jobs, AMFA will let those go to the local Ford dealer. Air Canada has tried many times in the past.

**Air Canada can't wait to subcontract your work for less.
AMFA will let them. Just like they did at WestJet!**

