



Order No.: 11069-U

Supercedes: 10931-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Lockheed Martin's Workers Association (FISA),

applicant,

- and -

Lockheed Martin Canada Inc. c.o.b.
as Lockheed Commercial Engine Solutions,
Montréal, Quebec,

employer,

- and -

International Association of Machinists and Aerospace Workers,

certified bargaining agent.

WHEREAS the Canada Industrial Relations Board (the Board), by order no. 10931-U dated December 1, 2015, certified the International Association of Machinists and Aerospace Workers as the bargaining agent for a unit of employees of Lockheed Martin Canada Inc. c.o.b. as Lockheed Commercial Engine Solutions comprising:

all employees of Lockheed Martin Canada Inc. c.o.b. as Lockheed Commercial Engine Solutions, engaged in technical maintenance and operational support functions in Maintenance, Repair and Overhaul, **excluding** those performing management functions and those employed in a confidential capacity in matters relating to industrial relations and otherwise.

AND WHEREAS the Board has received an application for certification pursuant to section 24 of the *Canada Labour Code (Part I—Industrial Relations)* (the *Code*) from the applicant seeking certification as bargaining agent for the unit of employees of Lockheed Martin Canada Inc. c.o.b. as Lockheed Commercial Engine Solutions mentioned above;

AND WHEREAS, following investigation of the application, consideration of the submissions of the parties concerned and the taking of a representation vote, the Board has found the applicant to be a trade union within the meaning of the *Code*, has determined the unit described hereunder to be appropriate for collective bargaining and is satisfied that a majority of the employees of the employer in the unit wish to have the applicant trade union represent them as their bargaining agent.

NOW, THEREFORE, it is ordered by the Canada Industrial Relations Board that the Lockheed Martin's Workers Association (FISA) be, and it is hereby certified to be, the bargaining agent for a unit comprising:

all employees of Lockheed Martin Canada Inc. c.o.b. as Lockheed Commercial Engine Solutions, engaged in technical maintenance and operational support functions in Maintenance, Repair and Overhaul, **excluding** those performing management functions and those employed in a confidential capacity in matters relating to industrial relations and otherwise.

ISSUED at Ottawa, this 26th day of October 2016, by the Canada Industrial Relations Board.

Ginette Brazeau
Chairperson

Reference: File No. 31820-C