



Order No.: 11908-U

Supersedes: 10233-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Canadian Airport Workers Union,

applicant,

- and -

GardaWorld Security Screening Inc.,
Mississauga, Ontario,

employer,

- and -

International Association of Machinists and Aerospace Workers,

certified bargaining agent.

WHEREAS the Canada Industrial Relations Board (the Board), by order no. 10233-U dated March 14, 2012, certified the International Association of Machinists and Aerospace Workers (IAMAW) as the bargaining agent for a unit of employees of Garda Security Screening Inc., which later changed its legal name to GardaWorld Security Screening Inc. (Garda), comprising:

all employees of Garda Security Screening Inc. providing pre-board security screening services under the CATSA contract at the Pearson International Airport, Buttonville Airport and Toronto City Centre Airport, **excluding** dispatchers, terminal supervisors and those above the rank of terminal supervisors.

AND WHEREAS the Board has received a timely application for certification pursuant to section 24(1) of the *Canada Labour Code* (the *Code*) from the Canadian Airport Workers Union (CAWU) seeking certification as bargaining agent for that same unit of employees of Garda and to displace the certified bargaining agent;

AND WHEREAS, by order no. 1526-NB, the Board ordered that a representation vote be conducted electronically to determine whether a majority of employees in the proposed bargaining unit wished to be represented by the IAMAW or the CAWU;

AND WHEREAS a representation vote was conducted between March 8, 2024, and March 15, 2024;

AND WHEREAS the ballots were counted and the CAWU received the majority of the votes;

AND WHEREAS the Buttonville Airport closed on November 24, 2023, and the Board has determined that it is appropriate to modify the bargaining unit description to remove the reference to the Buttonville Airport location;

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 Canadian Airport Workers Union be, and it is hereby certified to be, the bargaining agent for a unit comprising:

all employees of GardaWorld Security Screening Inc. providing pre-board security screening services under the CATSA contract at the Pearson International Airport and Toronto City Centre Airport, **excluding** dispatchers, terminal supervisors and those above the rank of terminal supervisors.

ISSUED in Ottawa, this 22nd day of March 2024, by the Canada Industrial Relations Board.

Annie G. Berthiaume
Vice-Chairperson

Reference: File No. 037281-C