



Order No.: 11198-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Canadian Union of Public Employees,

applicant,

- and -

Vanguard Air Care Inc.,
Winnipeg, Manitoba,

employer.

WHEREAS the Canada Industrial Relations Board (the Board) has received an application for certification pursuant to section 24(1) of the *Canada Labour Code (Part I—Industrial Relations)* (the *Code*) from the applicant seeking certification as bargaining agent for a unit of employees of Vanguard Air Care Inc.;

AND WHEREAS, following investigation of the application and consideration of the submissions of the parties concerned, 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 Union of Public Employees be, and it is hereby certified to be, the bargaining agent for a unit comprising:

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all employees in the Province of Manitoba employed by Vanguard Air Care Inc. as flight nurses/medics, **excluding** casuals, the flight coordinator, the chief flight medic and the clinical educator.

ISSUED at Ottawa, this 6th day of December, 2017, by the Canada Industrial Relations Board.

Annie G. Berthiaume
Vice-Chairperson

Reference: File No. 32359-C