



Interim Order No.: 11196-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Teamsters Local Union No. 395,

applicant,

- and -

Snowbird Aviation Services Limited Partnership,
Saskatoon, Saskatchewan,

employer.

WHEREAS the Canada Industrial Relations Board (the Board) has received an application 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 comprised of:

all employees of Snowbird Aviation Services Limited Partnership, by its general partner Snowbird Management Ltd. working at the Saskatoon International Airport, in the Province of Saskatchewan **excluding** human resources generalists, administrative positions, customer service attendant supervisors, managers and those above the rank of manager.

AND WHEREAS, the employer disputes the inclusion of the detailer lead hand and ground services attendant lead hand positions in the bargaining unit, and the Board is of the opinion that further evidence will be required before it can determine that issue;

AND WHEREAS the parties have confirmed that the employer is Snowbird Aviation Services Limited Partnership;

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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;

AND WHEREAS the Board, pursuant to its powers under section 20(1) of the *Code*, and being satisfied that it can do so without prejudice to the rights of the parties concerned, deems it appropriate:

- (a) to certify the applicant union as bargaining agent for the employees in the bargaining unit described hereunder; and
- (b) to reserve its jurisdiction to finalize the description of the bargaining unit once it has made a determination on the positions in dispute.

NOW, THEREFORE, it is ordered by the Canada Industrial Relations Board that the Teamsters Local Union No. 395 be, and it is hereby certified to be, the bargaining agent for a unit comprising:

all employees of Snowbird Aviation Services Limited Partnership working at the Saskatoon John G. Diefenbaker International Airport, in the Province of Saskatchewan, **excluding** human resources generalists, administrative positions, customer service attendant supervisors, supervisors, managers and those above the rank of manager.

ISSUED at Ottawa, this 12th day of December, 2017, by the Canada Industrial Relations Board.

Annie G. Berthiaume
Vice-Chairperson

Reference: File No. 32355-C