



Order No.: 11259-U

Supercedes: 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) 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 a unit of employees of Snowbird Aviation Services Limited Partnership;

AND WHEREAS the employer disputed the inclusion of the Detailer Lead Hand and Ground Services Attendant Lead Hand positions in the bargaining unit, and the Board requested additional facts before it could determine that issue;

AND WHEREAS the Board, pursuant to its powers under section 20(1) of the *Code*, and after being satisfied that it could do so without prejudice to the rights of the parties concerned, found it appropriate to issue interim order no. 11196-U dated December 12, 2017, certifying the Teamsters Local Union No. 395 as the bargaining agent for a unit of employees of Snowbird Aviation Services Limited Partnership and reserved its jurisdiction with respect to the final description of the bargaining unit;

AND WHEREAS, following consideration of the additional submissions and evidence filed by the parties on the disputed positions, the Board has determined, in *Snowbird Aviation Services Limited Partnership*, 2018 CIRB LD 3985, that the positions of Detailer Lead Hand and Ground Services Attendant Lead Hand should be included in the bargaining unit description;

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AND WHEREAS the Board has determined the unit described hereunder to be appropriate for collective bargaining;

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, supervisors, managers and those above the rank of manager.

ISSUED at Ottawa, this 29th day of May, 2018, by the Canada Industrial Relations Board.

Annie G. Berthiaume
Vice-Chairperson

Reference: File No. 32355-C