



**Order No.: 11275-U**

Supercedes: 10521-U, 10522-U

## **IN THE MATTER OF THE**

*Canada Labour Code*

- and -

United Steel, Paper and Forestry, Rubber,  
Manufacturing, Energy, Allied Industrial and  
Service Workers International Union (United Steelworkers),

applicant,

- and -

Calm Air International LP,  
Winnipeg, Manitoba,

employer.

**WHEREAS** the Canada Industrial Relations Board (the Board), by order no. 10521-U dated January 21, 2014, certified the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) as the bargaining agent for a unit of employees of Calm Air International LP comprising:

all employees of Calm Air International LP in the town of Churchill, Manitoba, employed in cargo operations, **excluding** the Cargo Manager, the Assistant Cargo Manager, the Administrative Manager, the Warehouse Manager, and persons at or above the level of manager;

**AND WHEREAS** the Board, by order no. 10522-U dated January 21, 2014, certified the United Steelworkers as the bargaining agent for a unit of employees of Calm Air International LP comprising:

all employees of Calm Air International LP in the City of Thompson, Manitoba, employed in cargo operations, **excluding** the Cargo Manager, the Assistant Cargo Manager, the Administrative Manager, the Warehouse Manager, and persons at or above the level of manager;

**AND WHEREAS** the Board has received an application from the applicant union, pursuant to sections 18 and 18.1 of the *Canada Labour Code (Part I—Industrial Relations)* (the *Code*), seeking to amend the said orders by merging the 2 separate cargo operations bargaining units into a single bargaining unit and by adding the previously unrepresented cargo operations employees working in Gillam, Manitoba to the bargaining unit;

**AND WHEREAS** the applicant union and the employer have reached agreement on a new bargaining unit structure and the bargaining unit description;

**AND WHEREAS**, following investigation of the application and consideration of the submissions of the parties concerned, the Board has determined that it is appropriate to grant the application;

**AND WHEREAS** the Board is satisfied that a majority of the employees in the bargaining unit determined to be appropriate by the Board wish to be represented by the applicant;

**NOW, THEREFORE**, the Board hereby declares that the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) is the bargaining agent for a bargaining unit comprising:

all employees of Calm Air International LP in the City of Thompson, the town of Churchill and the town Gillam, Manitoba, employed in cargo operations, **excluding** Cargo Manager, the Assistant Cargo Manager, the Administrative Manager, the Warehouse Manager and persons at or above the rank of Assistant Cargo Manager.

**ISSUED** at Ottawa, this 6th day of June, 2018, by the Canada Industrial Relations Board.

Ginette Brazeau  
Chairperson

**Reference: File No. 32507-C**