



**Order No.: 11373-U**

Supercedes: 6250-U

**IN THE MATTER OF THE**

*Canada Labour Code*

- and -

Innotech Aviation Limited Employees' Association,

applicant-complainant,

- and -

Innotech Aviation Limited,

respondent,

- and -

I.M.P. Group Limited,  
Execaire,  
Innotech-Execaire Aviation Group,

employers,

- and -

United Food and Commercial Workers (U.F.C.W.), Local 501,

intervenor.

**WHEREAS** the Canada Labour Relations Board, the predecessor of the Canada Industrial Relations Board (the Board), by order no. 6250-U dated June 29, 1993, certified the Innotech Aviation Limited Employees' Association as the bargaining agent for a unit of employees of Innotech Aviation Limited comprising:

all employees of Innotech Aviation Limited in Dorval working in engineering, production and sales, **excluding** foremen, supervisors and those above, office personnel, handymen, stress and avionics engineers.

**AND WHEREAS**, on February 14, 2018, the Board received a single employer application from the applicant-complainant, pursuant to section 35 of the *Canada Labour Code (Part I-Industrial Relations)* (the *Code*), in respect of I.M.P. Group Limited (IMP) and its divisions Innotech Aviation Limited, ExECAIRE and Innotech-ExECAIRE Aviation Group;

**AND WHEREAS** the Board received, as part of the same proceedings, an application from the applicant-complainant, pursuant to section 18 of the *Code*, seeking to amend certification order no. 6250-U by changing the name of the certified bargaining agent; changing the bargaining unit description to include, subject to certain exclusions, all production employees in Dorval and Saint-Laurent who perform technical, manual, craft, quality control and tooling functions; and naming IMP and its divisions Innotech Aviation Limited, ExECAIRE and Innotech-ExECAIRE Aviation Group as a single employer;

**AND WHEREAS**, as part of the same proceedings, the applicant-complainant also filed a complaint of unfair labour practice, alleging a violation of sections 94(1)(a), 94(3)(a)(i), 94(3)(b), 94(3)(e) and section 96 of the *Code*, naming I.M.P. Group Limited and its divisions Innotech Aviation Limited, ExECAIRE and Innotech-ExECAIRE Aviation Group as the responding parties;

**AND WHEREAS**, following a settlement agreement reached between the parties concerned on December 18, 2018, and January 7, 2019, the Board received a joint request from the applicant-complainant, the respondent and the employers on March 5, 2019, seeking to update order no. 6250-U by modifying the names of the applicant-complainant and the respondent and by modifying the bargaining unit description;

**AND WHEREAS** the applicant-complainant, the respondent and the employers confirmed, and the Board accepts, that since the issuance of order no. 6250-U, the applicant-complainant has not represented the employees working in the sales and engineering groups at Innotech Aviation Limited;

**AND WHEREAS**, following consideration of the application, the submissions of the applicant-complainant, the respondent and the employers and the terms of the agreement reached, the Board, in order 1082-NB, determined that it is appropriate to grant the joint request and update order no. 6250-U, pursuant to section 18 of the *Code*.

**NOW, THEREFORE**, it is ordered by the Canada Industrial Relations Board that the Association des Employés de Innotech Aviation be, and it is hereby certified to be, the bargaining agent for a unit comprising:

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all employees of Innotech Aviation, a division of I.M.P. Group Limited, working in production at Dorval, **excluding** foremen, supervisors and those above, office staff, handymen, engineers and the sales department.

**ISSUED** at Ottawa, this 17th day of July, 2019, by the Canada Industrial Relations Board.

Annie G. Berthiaume  
Vice-Chairperson

**Reference: File No. 32472-C**