



Order No.: 11506-U

Supercedes: 7521-U

IN THE MATTER OF THE

Canada Labour Code

- and -

Bradley Air Services Limited, carrying on business as First Air,
Kanata, Ontario,

applicant,

- and -

Group Association of First Air Employees,

certified bargaining agent.

WHEREAS the Canada Industrial Relations Board (the Board), by order no. 7521-U dated February 18, 1999, certified the Group Association of First Air Employees as the bargaining agent for a unit of employees of Bradley Air Services Limited, carrying on business as First Air, comprising:

all supervisory employees employed in the Maintenance Department and Planning and Projects Department of Bradley Air Services Limited, carrying on business as First Air, **excluding** non-supervisory personnel, Manager, General Manager, Administrative Assistant to the Director, Director, Senior Director and Vice-President.

AND WHEREAS, on September 28, 2018, a share purchase agreement was signed for the sale of Canadian North Inc. to Bradley Air Services Limited, carrying on business as First Air;

AND WHEREAS, since July 9, 2019, or about that date, the employees in the bargaining unit described hereunder, who previously worked for Canadian North Inc., are now working for Bradley Air Services Limited, carrying on business as First Air;

AND WHEREAS, on November 1, 2019, or about that date, Bradley Air Services Limited, carrying on business as First Air, began to merge its operations with those of Canadian North Inc. into one consolidated business under the name Bradley Air Services Limited carrying on business as Canadian North;

AND WHEREAS the Board has received an application from the applicant, pursuant to sections 18.1, 44 and 45 of the *Canada Labour Code (Part I—Industrial Relations)* (the *Code*), seeking, among other things, a review of the bargaining unit structure at Bradley Air Services Limited, carrying on business as First Air;

AND WHEREAS since November 1, 2019, or about that date, following a merger, Bradley Air Services Limited, carrying on business as First Air, is now operating under the name Bradley Air Services Limited carrying on business as Canadian North;

AND WHEREAS the certified bargaining agent is not opposed to this application;

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.

NOW, THEREFORE, the Canada Industrial Relations Board hereby declares that the Group Association of First Air Employees is the bargaining agent for a bargaining unit comprising:

all supervisory employees employed in the Maintenance and Engineering division and building maintenance operations of Bradley Air Services Limited carrying on business as Canadian North, **excluding** non-supervisory personnel, non-maintenance quality assurance auditors, administrative assistants to the director(s), managers and those above.

ISSUED at Ottawa, this 1st day of May, 2020, by the Canada Industrial Relations Board.

Ginette Brazeau
Chairperson

Reference: File No. 33276-C