

"VIA EMAIL"

February 13, 2026

TO INTERESTED PARTIES

Re: Amazon Canada Fulfillment Services, ULC -and- Unifor, Local 114
(Sections 5(1)(c), 6(1), 6(3)(a)(c)(d), 9, and 45(1)(b) - Case No. 2025-001261)

In the above-noted matter, the Union alleges that the Employer breached several provisions of the *Labour Relations Code* (the "Code"). The allegations stem from the Employer's decision not to apply a pay increase at the YVR2 site, which was applied at the Employer's other operations in the YVR node (the "Employer's Decision").

As the Union agreed, for the purposes of this case, to treat my finding on Section 45 as a threshold issue with respect to its allegations that the Employer breached other provisions of the Code, I agreed to bifurcate the proceeding and to decide the Section 45 issue prior to considering the other allegations.

I write to provide my bottom-line decision on the allegation that the Employer's Decision breached Section 45(1)(b) of the Code, which is as follows:

- 1) the application is allowed;
- 2) **I declare that the Employer contravened Section 45(1)(b) of the Code;**
- 3) I order that the Employer provide employees at YVR2 with the same pay increases as those implemented at the other sites in the YVR node, as described at paragraph 19 of the Employer's October 8, 2025, submission, retroactive to the date on which the Employer implemented the 2025 pay increases at the other YVR node sites;
- 4) implementation of the remedial order in point 3) is stayed until the Board issues written reasons with respect to this bottom-line decision; and
- 5) I reserve on all other remedial orders sought by the Union until such time as I have heard the entirety of the evidence.

I will provide reasons for my bottom-line decision in due course.

Yours truly,

LABOUR RELATIONS BOARD



Jonathan Hanvelt
Vice-Chair

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