

May 8, 2021

SENT VIA EMAIL

Captain Joseph DePete
President, ALPA
Joe.DePete@alpa.org

Captain DePete,

On behalf of Unifor and our 315,000 members, which includes 16,000 members in the air transportation sector in Canada, I am writing in utter disgust over your public statement and letter to me yesterday regarding the democratic process our members are undertaking with one of our employers, Cargojet.

Let me be crystal clear. Unifor will not tolerate interference in our democratic and pilot lead bargaining process by a self-serving US based Airline Pilots Association Intl. (ALPA) making ill-informed [public statements](#). To be clear, it is ALPA, not Unifor, that has a history of making side deals with employers and stripping Canadian workers of their right to lead their own negotiations.

The arrogance you have displayed to interfere with our Unifor Local 7378 pilots who are in the process of voting on a proposed Memorandum of Settlement, in an attempt to stave off the loss of more than 100 jobs during a pandemic is unconscionable. This settlement was negotiated by our pilots and is now being presented and voted on by the members. The hypocrisy of you attempting to influence this process when your pilots at Westjet and elsewhere have done the same thing is extremely disturbing.

Unifor Local 7378 pilots have no intention of allowing unsafe flight and duty time regulations.

To have you preach from Virginia to our pilots on the bargaining committee about fatigue rules is condescending and disrespectful. The fact is 120 Canadian pilots stand to lose their jobs, and you are waiting in the wings to take their dues if Cargojet operations move to the US where cargo airline operators operate under different fatigue rules, giving them a competitive advantage over Canadian operators. Many of these pilots whose jobs are at stake are laid off ALPA and ACPA pilots that are at least several months away from any chance of recall, given the pandemic.

To suggest that our committee would tolerate management intimidation or agree to any exemption not based on fatigue science is another example of your arrogant American association trying to interfere with our democratic collective bargaining process.

ALPA is openly raiding our members at Flair Airlines and this, too, smells like a poorly disguised attempt to raid our pilots by an association that for decades had no interest in smaller operations such as Cargojet, which had been deemed too small for your corporate model. Now that the pandemic has caused mass layoffs, ALPA is hitting new lows, clearly demonstrating your lack of trade union values.

Throughout the pandemic, Unifor has lead the demand for a [national aviation plan](#), and has held rallies, presented to parliamentary committees, and actively lobbied for a national recovery plan for the aviation industry that includes financial support for workers. Our union and I have personally coordinated and set up meetings for ALPA because they were unable to make any meetings happen with the Federal government.

Over the last year you have remained largely silent, Captain DePete, posting just four news releases in which you even mention Canada, compared to Unifor's 230 media releases fighting for workers impacted by the pandemic. You like to collect Canadian dues and now you are fighting to take Canadian jobs, too. I strongly suggest you put the mic down now and return to your quiet corner in Virginia and let the true trade unionists negotiate and save pilot jobs, while keeping our skies safe.

Sincerely,

A handwritten signature in cursive script that reads "Jerry Dias".

Jerry Dias
National President, Unifor

JD/kcope343