



**To:** All Unifi Canada Represented Employees

**From:** Unifi Aviation Canada Inc.

**Date:** March 5, 2025

### **NOTICE OF INTENT TO IMPLEMENT AVERAGING OF HOURS**

This notice serves as the minimum 30-day notice required by Unifi Canada of its intent to adopt an averaging of hours plan for all hourly unionized employees working for Unifi Canada as provided for in the Collective Agreement between Unifi Canada and the IAM. A copy of this notice is also being provided to the Head of Compliance and Enforcement for the federal Labour Program as required by the Canada Labour Code.

Name of Employer:	Unifi Aviation Canada, Inc.
Identification of Affected Employees:	All Represented Employees
Location of Workplace	YYC Airport
Number of Weeks in Averaging Period:	8 Weeks
Date averaging arrangement begins:	April 6, 2025
Date the averaging of hours ends:	Ongoing – included in collective agreement
Date the notice was posted:	March 5, 2025

Information to establish that there is an irregular distribution of hours of work that is necessitated by the nature of the work in the industrial establishment:

Employees hours/schedules are required to change to support 24/7 operations and fluctuating operational needs of the customer. These employee schedules are aligned with the flight schedules to support the carrier, which can change frequently.

Reasons for the length of the averaging period: To accommodate airline operations 24 hours per day, 7 days a week, the following employees have regularly scheduled hours of work that vary in number from time to time.

#### **Ramp Agents – number of employees impacted 640:**

Responsible for marshalling aircraft in and out of the gate, loading, unloading and sorting freight, mail and baggage in a safe manner while also achieving on-time departures and arrivals.



May also be responsible for servicing aircraft lavatories, cleaning aircraft, restocking items, de-icing and other duties as directed by Lead or Supervisor. May also carry out inspections, hazard checks and operate equipment such as stairs and bridges.

**Ramp Leads – number of employees impacted 169:**

Responsible for oversight of assigned Agents – Ramp (Driving) to ensure that they perform their job as per the standards. Responsible for marshalling aircraft in and out of the gate, loading, unloading and sorting freight, mail and baggage in a safe manner while also achieving on-time departures and arrivals. Lead - Ramp (Driving) may also be responsible for servicing aircraft lavatories, cleaning aircraft, restocking items, de-icing and other duties as directed by Supervisor or Manager and overseeing the activities / performance of assigned team members. Lead – Ramp (Driving) may also have to themselves carry out inspections, hazard checks and operate equipment such as stairs and bridges or get it done through the assigned team members.

**Tow Agents – number of employees impacted 0:**

Normal duties comprise all those who, in addition to those duties and functions outlined in Article 4.01.01.01 and 4.01.01.02, If qualified This position is responsible for performing all duties related to the relocation of aircraft for flying, parking, and maintenance activities except wing walking. This position will be responsible for all planning and direction of the tow team, subject to management oversight. This position requires qualifications on towbar less tractors, aircraft bridging, brake Riding, radio operator license, and a DDT license for towing on the airfield. The employees entering this position are on a ninety (90) day probationary period.