



March 22, 2022

Calvin Ash, President  
PAL Airlines  
St. John's International Airport  
RCAF Road, Hangar #1  
P.O. Box 29030  
St. John's, NL, A1A 5B5

Dear Mr. Ash,

I am writing you on behalf the 70,000 union members and affiliated unions of the Newfoundland and Labrador Federation of Labour (NLFL) to urge you to return to the bargaining table immediately and negotiate a fair first collective agreement with the PAL Airlines pilots, members of the Air Line Pilots Association (ALPA). ALPA is a proud member of the Canadian Labour Congress, which represents more than 3.3 million workers in Canada.

The members in NL (PVL221) have been in negotiations with your company for over two years attempting to secure a first collective agreement. Workers deserve no less, and these men and women who don their uniforms every day to provide outstanding service for the people they serve, are absolutely entitled to a safe, respectful, and fair work environment with decent wages and benefits. Workers in Canada have a legal right to join a union and when they do, employers are obliged to negotiate a collective agreement. These members do not deserve to be undervalued and disrespected by PAL executives and management who refuse to comply with those obligations. The collective bargaining process is clearly outlined in Canadian legislation, and as such any interference with that process constitutes bargaining in bad faith.

I have heard what these members are asking for - fair compensation, job security, and scheduling and rest rules that match those of their industry colleagues across Canada. Those demands sound more than reasonable. PAL is an extremely successful and reputable airline. It maintained incredible service despite two years of a pandemic, thanks to a dedicated, professional, and caring group of *essential* employees. They now deserve the respect and acknowledgement of that work and their profession.

I have spoken with representatives of the Air Line Pilots Association (ALPA). I have spoken with local members who are united in their determination and solidarity. We have let them know that the Newfoundland and Labrador Federation of Labour stands with them. We support their demands; we admire their passion and determination; and we will solidly support them throughout this process, and until they have achieved the agreement they deserve.



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This process has gone on too long Mr. Ash. It's time for you and your team to do the right thing and immediately return to the table and complete the negotiations for a first collective agreement that is acceptable to the union members who work hard for you.

Sincerely,

Mary Shortall, President  
Newfoundland and Labrador Federation of Labour

cc: Conrad Reid, MEC Chair & FO Rep (YYT)  
Mike Hanrahan, Negotiating Committee Chair (YYT)  
Philip Earle, Vice President Business Development, Air Borealis  
Jake Trainor, CEO, PAL Aerospace  
David White, Executive Vice-President, Aviation, Exchange Income Corporation  
Honourable Seamus O'Regan, Minister of Labour, Government of Canada  
Capt. Joe DePete, President – ALPA  
Capt. Tim Perry, Executive Vice President – Group C, ALPA  
NLFL Executive Council  
NLFL Heads of Unions