

C-415: Questions to Consider

- As an MP, are you ready to return to an era where you are frequently required to legislate striking workers back to work?
- How will you help your constituents in the event that their airports close, they no longer have access to medicines, food and other products shipped in by air?
- Do you want to upset the carefully considered tripartite approach to labour law reform with hasty and flawed legislation?
- Do you want to tell international investors that the industrial relations balance in Canada has tipped in favour of organized labour?
- How can Canadian firms hope to prosper in the global economy if we cannot rely on our airports, our rail and trucking systems, our communications industry, and our financial services sector?

If you require additional information and would like to meet with us, please contact Jim Facette at
(613) 560-9302 ext 11



**706-350 Sparks Street
Ottawa, ON K1R 7S8**

**(613) 560-9302
www.cacairports.ca**



CANADIAN AIRPORTS COUNCIL
CONSEIL DES AÉROPORTS DU CANADA

Bill C-415

*The Perspective of
Canada's Airports*



www.cacairports.ca

C-415 – Why it will not work at Canada's Airports

Highlights

- As we notified the Transport Minister, Bill C-415 could lead to the shut-down of one or several of Canada's airports in the event of a strike or lock-out.
- Bill C-415 does not correct the fundamental flaw of Bill C-257: It leaves essential services unprotected.
- Bill C-415's flaws CANNOT be corrected at the committee stage
- Bill C-415 will affect the balance in business/labour, which has been carefully crafted and developed in a consensual, tri-partite, equitable manner with all stakeholders involved.
- Bill C-415 could significantly affect the delivery of necessary services – not only Canada's aviation system, but also telecommunications, land transportation and banking.
- If passed, Bill C-415 will have a direct and significant impact on businesses across the country.

Airports Could Shut Down

The Canada Labour Code has an emergency services provision (Section 87.4) designed to "prevent an immediate and serious danger to the safety and health of the public." It kicks in when there is a clear and present danger to the public.

However, it does NOT cover many other essential services provided by federally regulated industries that the Canadian public view as critical to their well-being.

For example, it could not be used to deal with a strike or lock-out of the following work groups who are essential to keeping an airport open and operational:

- Workers who provide snow removal services at many airports during the winter
- A contractor's employees who providing de-icing services

- Commissionaires, or other groups who provide important security-related duties
- Non-safety/security labour groups, such as baggage handlers

Unlike B.C. and Quebec replacement worker legislation, Bill C-415 does not protect services considered essential to the welfare of Canadians or provide the Minister of Labour or the Canada Industrial Relations Board with the ability to intervene in a strike.

The inability of an airport to use management staff, replacement workers or non-striking employees during a strike will affect its ability to live up to regulated responsibilities – forcing the minister to shut down the airport