



Air Canada Pilots Association
Association des pilotes d'Air Canada

Via Email (Rob.Mcfadyen@alpa.org)

18 January 2018

Captain Robert McFadyen
MEC Chairman
WestJet Airlines

Dear Captain McFadyen,

Through our External Affairs Committee, and our observer status at IFALPA, we have learned that the WestJet Master Executive Council (ALPA) are asking for ACPA's support of a total recruitment ban on Swoop Airlines, a wholly owned subsidiary of WestJet Airlines. We have also been informed by ALPA Canada, that the WestJet pilots are in active bargaining with WestJet management in an effort to obtain their first Collective Agreement.

It is our understanding that WestJet management is attempting to undermine negotiations by starting an ultra-low-cost carrier (ULCC) using aircraft currently flown by WestJet pilots and transferring those aircraft to Swoop Airlines where they would be flown under a separate OC and by outside pilots at much lower compensation than the WestJet pilots. To be clear, Swoop Airlines would be operating identical aircraft on more or less identical routes for the same owner, WestJet Airlines. The possibility of Swoop becoming established as envisioned by WestJet represents a destabilizing force in the Canadian aviation industry. In the past, bad actors such as Jetsgo, unleashed significant, lasting negative impacts on our profession and our industry. Furthermore, our own experiences with Air Canada's low-cost-carrier underscore the problematic nature of such an enterprise, without the express authority, input and support of the mainline pilots.

Currently, Air Canada management retains the right to hire whomever they see fit, and makes those decisions without consultation with ACPA. However, as fellow pilots and professionals, and in support of our WestJet colleagues across Canada, we support your request that pilots hired at Swoop be ineligible for employment at Air Canada, and have communicated this position to both our membership and Air Canada's management team.

We trust the WestJet MEC and ALPA Canada will keep ACPA informed of any further developments.

In Solidarity,

Captain Kevin Vaillant
Master Elected Council Chair
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