



**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, LOCAL LODGE 1542**

***ADVISORY* Oct. 7, 2021**

Update on the Pension Plan

On September 13, 2021, employees of Arnprior Aerospace Inc. (AAI) were sent a notice advising of AAI's plan to convert the AAI Employee Pension Plan ("Plan") from a Defined Benefits plan to a Defined Contribution plan ("the Plan Conversion"). Further notices about the Plan Conversion were sent by AAI to employees on October 1, 2021 and October 6, 2021.

The International Association of Machinists and Aerospace Workers and its Local Lodge 1542 ("Union") have brought an application, before the Ontario Labour Relations Board ("OLRB") alleging that the employer has violated sections 70 and 73 of the *Labour Relations Act, 1995* ("LRA"). The Union claims that by sending out the notices the employer is illegally seeking to bargain with employees directly and has undermined the authority of the Union. As relief sought in the Application, the Union is asking that AAI be ordered to stop the Plan Conversion until it can be bargained with the Union. The Union has also brought an Application for interim relief to stop the Plan Conversion on a temporary basis while the OLRB decides the issues in the main Application.

The application for interim relief was originally scheduled to be heard by the OLRB on October 6, 2021. However, it was determined that plan members who no longer actively work at AAI, should be given notice of the legal proceedings and the application for interim relief has been rescheduled to October 27, 2021.

The Union has also filed grievances with AAI alleging that the Plan Conversion is not permitted under the Collective Agreement and should not be allowed. AAI has not yet responded to the grievance.

If you have any questions about responding to the October 1st Notice, please contact Gary Hynes or Lorne Rueckwald.

Lorne Rueckwald

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