



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

ADVISORY

**ATTENTION ALL UNION MEMBERS EMPLOYED
at Arnprior Aerospace Inc. ON, Canada**

November 9, 2021

We are writing to notify you of a significant victory that the Union just achieved at the Ontario Labour Relations Board (“OLRB”).

As you know, in September, the Company announced that it intended to unilaterally convert the Defined Benefit Pension Plan to a Defined Contribution Pension Plan, effective November 10, 2021. In response, the Union filed grievances as well as two applications at the OLRB, one alleging that the Company’s actions violated the *Labour Relations Act* and another seeking interim relief. In the Union’s application for interim relief, we requested that the OLRB intervene to stop the Company from taking steps to amend the Plan until the OLRB has determined whether the Company breached the *Labour Relations Act* by interfering with the Union’s capacity to represent its members and/or by engaging in direct bargaining with the Union’s members.

On November 8, 2021, the OLRB granted the Union’s interim relief application. The OLRB ordered the Employer to cease taking any steps with the conversion of the Plan until after the OLRB has determined whether the Employer’s actions breached the *Labour Relations Act*. The OLRB also ordered the Employer to immediately notify employees that it will not be proceeding with changes to the Plan, pending the OLRB’s decision. The Employer was further ordered to cease and desist from communicating with Union members about any further proposed changes to the DB Plan until after the OLRB’s decision in the Union’s main application.

The OLRB will now proceed to determine the Union's main application. Hearings have been scheduled to occur in the coming weeks, but the Union has cleared a major hurdle by persuading the OLRB to block the Employer from taking steps to amend the Plan in the meantime.

Your LL1542 President;

Lorne Rueckwald