



MEMO-AM-2007-15

FROM: Christine Baird
DATE: September 6, 2007
TO: All Employees
SUBJECT: Certification Application and Proceedings before the Canada Industrial Relations Board

CHC Helicopters Global Operations

4740 Agar Drive
Richmond, BC
Canada
V7B 1A3

T 604.276.7500
Operations
F 604.279.2474
Maintenance
F 604.279.2460
Stores
F 604.279.2462
www.chc.ca



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Dear Colleagues,

As you may be aware, our helicopter pilots recently formed an Association – the Global Helicopters Pilots Association (the “GHPA”) – and applied to the Canada Industrial Relations Board (the “CIRB” or the “Board”) to be certified as a union. As you may also be aware, the company has resisted that application and recently appeared before the CIRB seeking to have it dismissed.

In light of the company’s resistance to the GHPA’s application for certification, we understand that there may be some misunderstandings or misperceptions regarding the company’s willingness to address issues raised by employees from time to time. In light of that, I am sending this memorandum to all employees to explain the company’s position before the CIRB and to reaffirm Global Operations’ commitment to ensuring that it is, and will remain, an open, cooperative and consultative organization.

First, our position before the CIRB during the hearing last week was that the *Canada Labour Code* does not actually apply to our pilots working in foreign jurisdictions. As those pilots do not work on or in connection with a ‘federal work, undertaking or business’ – as that phrase is defined in the Code – they do not, in our view, meet the test for certification by the CIRB.

The Board will consider the arguments made by the parties and will make a determination in due course. I’m told that it may be several months before we see a decision.

In the meantime – and regardless of the outcome of the proceedings before the CIRB – I wish to assure you that Global Operations is, and will remain, open and receptive to hearing from you and to discussing, in a full and frank manner, those issues which may arise during your employment and which are of any concern to you.



CHC

We are a company that sincerely values our employee's contributions, loyalty, dedication, and opinions. If there are ways in which things can be done better, we want to hear about it.

If any of you, individually or as a group, wish to speak to me or any other member of our management team, please do not hesitate to contact us. We are here to listen and assist. While it may not always be possible to provide an immediate solution to a particular problem, it is only through knowledge of the problem that change can even be attempted.

Best Regards,

Christine Baird
President
CHC Global Operations

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