



March 16, 2010

To Whom It May Concern;

Garnet Zimmerman is currently employed by the Canadian Flight Attendant Union as our Bargaining Spokesperson. He was contacted and ultimately hired in October 2009 when the CFAU successfully held off a raid by the CAW. Our membership's decision to remain a standalone Union provided the Executive with the ability to fulfill our mandate of hiring the best of the best to represent us.

Without question, we are pleased with Garnet's abilities thus far. The Canadian Flight Attendant Union is comprised exclusively of Flight Attendants. We represent ourselves against our employer. While our Executive is a group of experienced Flight Attendants who have participated in multiple rounds of bargaining, we are the first to admit that we do not possess the necessary negotiating skills that are required in order to ensure that the best Collective Agreement possible is brought back to our membership. While we know what we want, we need a skilled negotiator to achieve it.

This is the second opportunity that the Executive has had to witness Garnet's abilities. In 2001, he negotiated a merger Collective Agreement that brought the best wages, working conditions and benefits to our members to date. Unfortunately, we have experienced two rounds of bankruptcy proceedings as a result of being affiliated with Air Canada and our Collective Agreement has suffered concessions as a result. Garnet was unfortunately not available to bargain on our behalf during those times.

I highly recommend Garnet if you are seeking a skilled negotiator that listens to his committee and respects their direction. His credibility with our group as well as our employer is evident. It is obvious that he is a skilled strategist who understands and thrives on the negotiation process.

Sincerely,

Jennifer Kalmar
CFAU VP WEST & Bargaining Chair

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