



February 14, 2022 **Happy Valentine's day!**

**Health and Safety: N95 Masks and the "Light House" art installation in Aisle 1:**

Thank you for the overwhelming support in filling out ICRP forms. If you haven't already had the chance, it's not too late to register your concern for a safer workplace.

**Employee Assistance Program:**

EAP is not just for you, it is also for your immediate family (partner, and dependent children). It is a free confidential service provided by UNIFOR 2002. They have an excellent website with useful information (<https://www.workhealthlife.com/>) as well as a 24/7 phone number (1-844-671-3327). You can always find their website and phone number on the district website under Health & Safety and then EAP.

**Woman Advocate:**

We are fortunate to have a women's advocate at Unifor 2002. Her name is Yolanda Cornwall and she is responsible for the Central Region (Ontario). She is currently based in the Toronto Reservations office, but has worked with us at the Airport for many years in the past. Anyone can contact Yolanda, not just women, for referrals on issues such as sexual assault, domestic violence, anger management, suicide prevention, depression, pregnancy, separation and divorce, and stress. The role of the women's advocate is to listen and support, to provide information, to refer any member to appropriate resources and to follow up in a confidential manner. With ongoing activism and involvement in their union, workplaces and communities, these women will bring experience and support to the members of Unifor 2002.

Yolanda can be reached at [Yolanda@unifor2002.org](mailto:Yolanda@unifor2002.org) or by phone at 647-613-0277.

**Setting the record straight:**

There is no truth to unfounded rumours of large numbers of members being terminated. Please remember to not spread false information as fact. If you are unsure, reach out to the district office, to any of the Vice Chairs or our website for the most current information involving workplace issues.

**Vacation waitlist forms:**

Our Collective Agreement allows for a vacation waitlist process. On the first working day of each month, the Union and company meet to process the vacation waitlist forms. You can get these forms at [www.YYZD301.com](http://www.YYZD301.com) under the vacation tab. You will need 21 days' notice to change your current and/or new vacation request. Meaning your vacation request can only be for a vacation that is later than the first 21 days of the next month, whether it's for an existing vacation or a new request.

Next day to look at the vacation waitlist forms will be March 1, 2022. Please be sure to fill out your forms and email them to [yyzresource@aircanada.ca](mailto:yyzresource@aircanada.ca) or print and drop them off at the bunker.

If your waitlist clears, you will receive an email confirming the change. If you do NOT receive an email it will remain on file until the next month.

**Workplace Harassment:**

Harassment can include, but is not limited to any of the following acts or attempted acts:

- Spreading rumours or negative gossip about a person or group of people, including online (i.e. Cyber bullying).
- Making offensive jokes or remarks.
- Making aggressive, threatening or rude gestures.
- Playing unwanted practical jokes.
- Socially excluding or isolating someone.
- Stalking or inappropriately following a person.
- Tampering with someone's work equipment or personal belongings.
- Vandalizing or hiding work equipment or personal belongings.
- Impeding a person's work in any deliberate way.
- Persistently criticizing, undermining, belittling, demeaning and/or ridiculing a person (publicly or privately).

Harassment is not

- Consensual workplace banter and/or interactions (unless the banter includes hurtful remarks about others, especially if they pertain to any of the prohibited grounds listed above).
- Reasonable management action that is carried out fairly, such as day-to-day actions by a supervisor or Manager related to performance, absenteeism, work assignments, discipline and even dismissal – as long as it is not abusive or discriminatory.
- Workplace disagreements and conflict

For more information, there is the Workplace Harassment and Violence Prevention Policy located on the Aeronet. If you believe you have been harassed, you can file a complaint using the form ACF25D and be sure to read the entire Policy as well as LOU38 in our Collective agreement.

Harold Bateman  
District Chair D301  
UNIFOR 2002