



UNIFOR 2002

District 301

905-676-2084

info@yyzd301.com

M-F 0700-1800

May 9, 2022

VACATION WAITLIST FORM

Effective immediately, **everyone must submit a NEW electronic Vacation waitlist form**. The last time the company used the paper waitlist forms was on May 2nd, and moving forward the new electronic forms must be used. If you had a vacation waitlist that was not actioned for June-December, you **MUST** submit a new electronic Vacation Waitlist form. The link to the new electronic form can be found on the UNIFOR District 301 SharePoint site or WorkForce Planning SharePoint.

Work Load and Deployment

The flights are busy and the customers are all wanting to travel. We have new hire classes starting as CES and also new manager hiring classes. In our biweekly meeting with deployment, we were advised the plan is to double the number of managers in that department.

Unfortunately, this will most likely take place sometime in early to mid-June, which means we will continue to experience long waits, or sometimes being completely unable to get through.

Fady Riad is interested in hearing from anyone that has any ideas on how to make the operation run smoother. Please feel free to send him your ideas, and remember to keep your emails professional and on topic. Please be sure to cc info@YYZD301.com so that we can be informed and to follow up as required.

Ultimately, we have to remember that our employer is paying for our time to safely perform the duties within the collective agreement. The company will not always do things efficiently, as frustrating as that can be for us to see and experience on the front lines, it is the company's prerogative to be as efficient (or inefficient) as the managers decide. An example of the company's right to be inefficient is when deployment takes the assist CES off a flight that has not yet finished boarding to move them on to another duty. This makes no practical sense to us at the union office, but the company can direct the workforce in this way. We raised issues like this to management's attention, because our members see the impacts of poor decision making, and while the company can do these things, it can also take a toll on employee morale and mental health.

We also want to remind members that our contract does not force you to stay and work past your shift by management's request. Deployment or STOC may advise they are sending someone, however if that someone doesn't show up it is not your responsibility. It is our responsibility to make sure all doors are secure & locked as well as letting the crew on board know that your shift is ending and to relay any information to them regarding your replacement from Deployment or STOC. Give yourself a reasonable amount of time to reach the punch clock for an on time departure from your shift. Also be sure to note what time you left your gate and all of your attempts to reach deployment and/or a floor manager to tell them your shift is over and you will be leaving. Managers may beg or plead for you to stay until your replacement shows up, but there is nothing to feel bad about as the company never negotiated for our contract to make it a requirement.

We have also discussed with deployment the distance between areas and duties. With many new managers training in deployment this may be overlooked. Please do not be afraid to call them and explain when they assign a task that is physically impossible. Remember to work safely, the airport is not a safe environment to train for the 100 metre dash.

BREAKS

Protect your mental health. Take your breaks. Do not go without taking your break even when deployment pleads with you because they say "I don't have anyone". Once you acknowledge your lunch break on your PDA, deployment cannot change it without your consent. They will sometimes just change it without asking you. Either hoping you will not notice or do not know your rights in the collective agreement. You can call deployment and advise them you will be taking your break as acknowledged and to send back up. If they plead with "I don't have anyone", you can secure the doors, advise the crew, and go on lunch break.

PLEASE take your breaks!

Your coffee breaks cannot be in the first or last hour of your shift when working a Full Time shift, or in the first or last 45 minutes of a Part Time shift.

Personal Cell Phone Use

If the help desk asks you to take a picture of a customer's passport and email it to them, please don't. Call for a manager!

Do not take a photo of anyone else's travel documents on your own personal phone. This is clearly against the corporate privacy code. This must be done on a manager's work cell phone only. We have only heard about this happening for some customers traveling to DXB.

Harold's new role as Bargaining Rep

My last day in the District Office will be on Friday May 13. I will work with our current bargaining rep, David, for two weeks so that I am able to take over his files and represent the Ontario region starting on June 1st.

VC Sheila Fardy will be acting District Chair from May 14-31, and you can expect the same professional representation that our District is known for across the Local.

I want to thank all members of District 301 for your support and I will continue to work for you in my new role. I will have a new email address and phone number that will be shared once they are assigned.

Also note that the District Office will be closed on Thursday May 12 for training. We will reply to voicemail and email the following day.

In Solidarity,

Harold Bateman
District Chair D301
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