



This Just In!

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Greetings!

We have been hearing some interesting rumours about the upcoming bid; they will be out tomorrow. There has never been a bid package that makes everyone happy, but the rumour that there will be no zones in gates or that everyone will have to work lobby and gates on a rotation are simply not true.

We in the union office understand the challenges we've been facing, and have been working hard to have the company understand that many of these challenges are being caused by the "Jack of all trades, master of none" model of operating. Upper management is absolutely adamant that we should never again have employees who are unable to sign in to a computer and help with irrops or boarding a flight. That is why they are still unwilling to have pure arrivals shifts, although we all know that team was a well-oiled machine, and our most vulnerable customers received much better treatment when those who enjoy that job bid those positions. When arrivals and baggage hall fall under the "gates" classification the effect is that "gates" agents are doing an awful lot of arrivals and baggage hall duties. When we divide out the actual arrivals and baggage hall functions, the remaining "gates" functions become purer. Of course, arrivals agents will have to sometimes work a flight, and gates agents will still meet arrivals, but if we can have them separated each should be more "pure", and our members will have a better idea of what work they are expecting to do on that shift.

Development of Work Schedules

6.05.02 The Company will establish operational and relief requirements. The Company will advise the Union at the District Level when there is a requirement for a work schedule change.

Whether we are happy with the company's plan, or not, it is the company's scope to develop requirements. The union makes suggestions and sometimes we are successful in our arguments, but ultimately the company has the right, under Article 3, to manage as they see fit. The CRC (Cycling Rotation Committee) does not have the power to increase the numbers in an area or to change the required hours.

Some of us are still under the impression that the CRC creates our shifts. In fact, since at least 2011 there is language guaranteeing that the company will create percentages of compressed shifts, as seen on the following chart:

6.07.02 The following chart will be used by the Company in the development of full-time operational shifts:

		Full-Time Compression Ratios – Operational Shifts (Includes Airports CSSAs)						
		5x2	6x3 or 4x2	5x3	4x3	5x4	4x4 OR 3x3	% of Compression
YVR	Range	0-10%		30-40%	45-60%	0-5%	5-15%	90%+
YYC	Range	0-10%		40-50%	35-50%	0-5%	5-20%	90%+
YEG	Range	0-10%		10-20%	45-60%	0-5%	20-35%	90%+
YWG	Range	0-10%		20-30%	35-50%	0-5%	25-40%	90%+
YYZ	Range	0-10%		55-65%	10-20%	5-10%	5-10%	90%+
YOW	Range	0-10%		35-50%	10-20%	0-5%	25-35%	90%+
YUL	Range	0-10%		60-70%	10-25%	0-5%	5-10%	90%+
YHZ	Range	0-10%		50-60%	10-25%	0-5%	25-30%	90%+
YYT	Range	0-10%		65-80%	0-20%	0-5%	10-20%	90%+

Keep an eye on your Air Canada emails tomorrow evening for the entire shift package, and be sure to read the collateral. Don't forget to complete a bid sheet or proxy form and submit it in time. We are happy to report that we have three minutes rather than two for the telephone bid this time. This should be helpful considering the number of new agents who will be bidding.

Good luck to all in the coming bid!

In Solidarity,

Sheila Fardy
District Chair Unifor D301