

Bulletin # 29

Your December 17 pay was not a Holiday bonus

You have probably already noticed that the December 1 advance (\$1500 for In Charges and \$800 for Flight Attendants) was not deducted from your December 17 pay. This resulted in a higher than normal pay deposit on December 17. CUPE approached the company to come up with a repayment plan of this advance. We had suggested an amount of approximately \$200 per month's pay (17th) until the overpayment was recovered. Air Canada refused and has advised that it will not pay the January 1st advance. Furthermore, we asked the company what its position is on those who are who are forced into a higher tax bracket as a result of the overpayment. Air Canada has responded that the tax increase will not result in what we are describing. Our next pay date is January 17, 2009.

Our Collective Agreement does not have any language that addresses overpayments. It is important to negotiate provisions that specify maximum amounts that the employer can deduct from pay cheques. Otherwise, we are faced with a situation where the company can deduct as much as it likes to recover the overpayment.

Union Representation

If you are called to meet the Company for any reason (CAMS, unavailable for duty, passenger/crew complaints, debriefings), you are entitled to have union representation. An employer has the right to meet with its workers but you also have the right to have a union officer attend the meeting with you. Debriefings can occur after an aircraft incident and it may be prudent to request a union representative. A Union officer's role during a meeting is to ensure that the manager does not overstep his/her authority, treats you with respect and does not violate any Labour laws. Call us and we will represent you!

Reserve numbers for November 2008

There was a huge discrepancy in the numbers of In Charges and Flight Attendants who were awarded reserve blocks for November. The local contacted Crew Planning about this difference and their answer was as follows:

“The number indicated on the bid package is the estimated minimum number of reserves required to ensure operational recovery. This figure is based on the assumption that less than one block will remain in open time and also does not take into account any vacation, partial absences, mini blocks, etc. Also, because we do not know ahead of time what the final block average will

be, any variance from the estimated block average used for the calculation will have an impact on this number.”

Trip Hour Guarantees and Duty Period Guarantees

With the new Crewlink system came a change to our pay protection. In the Cruise system, pay protection occurred for each leg as well as THG and DPG. However, the company is now relying on articles 6.03.02 and 6.03.03 (the words “actual”). We disagree and have advised the company that it cannot from make this change to our working conditions without prior notice to the Union. A policy grievance has been filed, CHQ-08-58.

Here is an example of incorrect pay credits for T5048/October 14, 2008:

Flight	Scheduled credits	Actual credits	What was paid	What is owed
962	5h55 (355 minutes)	5h55 (355 minutes)	5h55 (355 minutes)	0
963	6h15 (375 minutes)	6h15 (375 minutes)	6h15 (375 minutes)	0
THG	3h59 (239 minutes)	3h57 (237 minutes)	3h57 (237 minutes)	2 minutes

The claim would be for 2 minutes. In this example, the pairing arrived at home base 8 minutes earlier than blocked, which resulted in a reduced time away from base. If you notice a discrepancy in your pay credits for THG and/or DPG, please file an eclaim and then bring the denial to the local office. We will file a grievance on your behalf.

Downtown meeting in November 2008

The meeting that was held on November 10 at the Comfort Hotel downtown was a big success. Over 70 YYZ members attended the 6 hour long meeting. Respectful discussion on a wide range of topics took place. Please note that the downtown location will be alternated with an airport location until the end of 2009. At that point, the Local will reinstitute local meetings to airport locations, unless another motion is moved and carried on location details.

I would like to thank YYZ member Joyce Nakanishi for having proposed this motion at the September 28, 2008 local membership meeting. She also took the time to provide a few hotel options, with the Comfort Hotel beating out the other choices. Thanks so much, Joyce for your keen interest in grassroots union activism.

Wage Indemnity Plan (an excerpt of a previously issued WIP bulletin)

This is a general reminder on how to prepay your WIP premiums for all current and future Leaves of Absence (LOA) and Reduced Block Programs (RBP). Should you become disabled and unable to return to work at the conclusion of your scheduled/awarded LOA and/or RBP, and you have prepaid your WIP premiums, you may be entitled to full benefits in accordance to WIP policies and guidelines.

For example, if you are unable to return to work at the end of your **LOA (1 day LOA to a maximum of 24 months)** due to illness and continue to be disabled, and you prepaid your WIP, benefits may commence 14 days after the termination of the LOA. Therefore, if your prepayment premiums were based on 73 hours per month and you are deemed disabled, benefits would be payable in accordance to the policy using 73 hours for your WIP earnings.

Please contact the local office, 905-676-4293, if you have any other questions.

Form A – Meal not Boarded

When a meal is not boarded, please fill out the paper copy of Meal Not Boarded form. Ensure that the In Charge signs the form. Each flight leg requires a separate signed form. Please retain the original signed form for your records. You must then file an eclaim via the portal for the meal not boarded. You must have the signed copy as well as an eclaim. The company reserves the right to review any claim submitted for up to 12 months. Reminder: all claims must be submitted within 12 calendar months after the block month of the claimed underpayment. Air Canada has advised that if your claim is accepted, you should allow up to forty-five (45) days for it to appear on your pay.

Season's Greetings

On behalf of the entire Local 4092 executive, I would like to wish each of you a joyous holiday season and a Happy, healthy New Year. We look forward to continue serving you in 2009.

Peace and Solidarity,

Cidalia Ribeiro

Cidalia Ribeiro
President
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