



## Local 4092 Bulletin #10 March 17, 2006

---

### One Year Later...

One year ago, you elected your new local union administration. We thanked you then, and we thank you again for the opportunity to serve you. We are very proud of the changes we have made, and the successes we have had. Here is a "report card" of our first year in office.

### Communication

Since March 1, 2005, we have redesigned the local website, and we have consistently issued bi-monthly bulletins. Urgent communication is posted on both our website, [www.local4092.ca](http://www.local4092.ca) and on the local bulletin board in the Communications Centre.

Over 600 of your colleagues prefer to save paper, and receive their bulletins instantly via email. Sign up by emailing [beth@local4092.ca](mailto:beth@local4092.ca) with "Electronic Bulletin" in the subject line. Or, you may write your email address on this bulletin and leave it in the CUPE box in the Comm. Centre.

It was a busy first year. We have provided 'cheat sheets' for Reserve Blockholders. In year 2, we will look forward to providing all members with FAQ contract information seminars.

We would like to use alternate methods of communication during emergency situations. Although it's not logistically feasible at this time, technology is changing rapidly, and we will continue to research this.

### Local Meetings

Last year, the local held five membership meetings. Our members requested that we publish the meeting dates well in advance, and we were happy to comply. Our bulletin #9 (January 2006) lists this year's meetings. Meetings will be held on different days of the week to make it easier for members of all seniorities to be able to attend. Here is the link: [www.local4092.ca/Bulletin9.pdf](http://www.local4092.ca/Bulletin9.pdf).

A reminder: the next local meeting will take place on Monday, March 27, 2006 from 1000 to 1200 at 180 Attwell Drive #600.

Please see the CUPE bulletin board in Terminal 1 Communications Centre for the order of business as per article E.4 of the By-Laws. Among new business will be PBS, National Women's Taskforce, 1:50 Campaign Update and any other new business that is brought forward. Please refer to [www.local4092.ca](http://www.local4092.ca) (under Constitution and By-Laws) for more details.

Minutes of local meetings are available for on site viewing in our office.

## **Good News**

We are pleased to report that we have now moved into our second office for CUPE, which has been allocated to Health and Safety. The additional space will allow us to serve you better. The Health and Safety office is located around the corner from CUPE (Room EBS 121). Their contact information remains unchanged.

## **Pairing Review**

The pairing review committee is headed by Beth Mahan, Local VP. Beth reviews the pairings on a monthly basis and identifies problem pairings (namely tight connections and illegally built pairings) to the Company. She has been successful in having those pairings changed and problematic program parameters flagged with the Planners in YUL. As you can imagine, the task of reviewing the pairings monthly and providing full time service to members is an arduous one. Beth is seeking assistance from YYZ Local members. If pairing review interests you, please send an email to [beth@local4092.ca](mailto:beth@local4092.ca).

We also wanted to ensure that "flying that should be in Toronto stays in Toronto." This has been a challenge, not only due to the fact that there is only one pairing review committee member, but that Air Canada makes the ultimate decision on how it allocates that flying. Beth will continue to make recommendations but the final decision rests with Planning. If you feel strongly about this, Beth is looking for committee members for a project on this very issue. However, rest assured that there has been very little shift of Toronto flying to other bases other than that which is contractually protected to YWG.

## **Fact Sheets**

With the assistance of an active YYZ member, these fact sheets are currently being developed. The fact sheets break down the important parts of duty period limitations and crew rest. They are available in our office or on our website. These fact sheets are designed to be changed quickly, as information is added and deleted. Once the fact sheets have been refined, and members are happy with the content and the format, we will have printed copies available.

In response to all the new southern turn destinations, we have also printed a list of which destinations are classified as domestic or overseas. This list is available at the office and on our website [www.local4092.ca](http://www.local4092.ca).

## **Grievance Handling**

Since March 1, 2005, we have filed more than 300 grievances. When a member reports a violation, a local officer prepares a draft grievance. The next step is for the Chairperson of the grievance committee, Lily Speedie, VP, to review the file, submit the grievance formally to the Company. Finally, Lily prepares and presents the grievance for a Level 1 hearing. Our commitment to you during the campaign was to provide grievors with detailed information on grievances filed on their behalf. The grievance committee has undertaken that task. Letters are now sent to you that provide specific details, along with a copy of the grievance.

## **Short Crewing and Move-ups**

This has been a great challenge. We all know that flights go short-crewed; however, this information is not centralized, making it difficult to track. It's the same problem with Flight Attendants being moved up to the In-Charge position. We have had success in identifying some abuses to this situation, but because the company does not forward a 'move-up' list to the union anymore, it is difficult to track. We have success when members identify problems to us. We have an automatic short crewing form on our website [www.local4092.ca](http://www.local4092.ca) and will introduce a new move up form next month.

## Final Word

The local officers work hard for you, for the improvement of our local and to uphold the Collective Agreement. Thus far, we have managed to keep the office open 7 days/week, with few exceptions. Our hope is to continue to provide this service to you. We strive to be inclusive and we continue to commit to an open door policy.

We always welcome suggestions for change and improvement, and are continually seeking members who wish to be a part of the process. Your Local is run wholly by Flight Attendants like you. If you are interested in volunteer or more involved work with the Local, please contact me at [cidalia@local4092.ca](mailto:cidalia@local4092.ca)

Thank you for your continued support.

In Solidarity,

A handwritten signature in cursive script that reads "Cidalia".

Cidalia Ribeiro  
Local 4092 President