



Money In Your Pocket

You may have noticed an increase in your take home income during these last few months of 2019. If you are close to the top of the pay scale, or an in charge, you may have already reached the maximum contribution level for some federally mandated deductions. Each year, the Government sets a maximum amount for federal deductions, meaning, you contribute at the percentage rates until you reach the maximum, then no further deductions are made. You contribute 1.62 % of your salary for Employment Insurance up to a max of \$860.22 and 5.1% for the Canada Pension Plan, up to a max of \$2748.90 All of these deductions will restart in the new tax year in January 2020, so don't be surprised in January when your take home pay decreases slightly. New rates and maximum limits are typically announced by the government closer to year end.

CUPE is here for you

Just a reminder that you are entitled to union representation at any meeting you have with management. Not only are we able to offer advice and clarify your rights, but we also take notes and document what is said during a meeting. We have had a few instances lately where members attended meetings without union representation and subsequently received discipline. Not having notes on the meeting makes it difficult for us to grieve the discipline and challenge it after the fact.

Special Night Dinner on Red Eye Pairings

As per article 7.02 of the Collective Agreement, on "red eye" all night pairings, you are entitled to a special night dinner expense. These flights are defined as a single duty period pairing, with a minimum of 4 hours that fall between 2200 and 0800, during which you are on duty for at least 6 hours of which you have 4 or more actual flying hours.

Please check your pay statements and make claims as necessary. Please send copies of your claim – even if it has been paid – to office@local4092.ca with the subject line : Special Night Dinner.

Augments & Crew Rest on Board

A reminder that over the Christmas period on certain days, Air



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Office Hours

Monday - Friday:

9:00am to 5:00pm

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Canada has decided to “augment” certain long haul flights, meaning that they are in a higher long range category than the rest of the month. This may increase your crew complement, crew rest on board and your duty day. Check the December block package and your briefing package for more details. We would like to remind you again that you are entitled to take your entire crew rest period on board the flight, even if it means altering the service to ensure this. Check out our website (scroll to the bottom of the main page) for more information from our crew rest committee.

Do your duty please!

A gentle reminder that the Service Director should put in for ground duty credits any time meal, bar or water service is provided to passengers on the ground for delays that exceed 30 minutes. For post duty ground credits, the SD can make a claim on behalf of all the crew for any time exceeding 15 minutes after arrival for passenger deplaning or security checks, however this claim must be approved by a manager first. Flight attendants are not able to do such a claim themselves, so they rely on the SD to follow through on their behalf.

Support Education Workers

Teachers and education workers with the Elementary Teachers' Federation of Ontario (ETFO), the Ontario Secondary School Teachers' Federation (OSSTF), and the Ontario English Catholic Teachers' Association (OECTA) are trying to get fair deals from the Ford Conservative government.

Sign the petition and tell the Ford Conservatives to give meaningful responses to workers' proposals and stop the cuts which are devastating education.

<https://cupe.on.ca/eduworkerspetition/>

New Human Rights & Social Justice Committee

At a recent local meeting a motion was passed to create a new Human Rights & Social Justice Committee at the local. If you are interested in joining the committee on a volunteer basis, send an email with your name and employee number to office@local4092.ca with the subject line “Human Rights” and we will ensure that all interested members are connected with each other. You can also send us ideas for the mandate of this committee.

Grievances : MMN, Leading Edge & Statutory Vacation Pay
Policy grievance CHQ-18-27 regarding the reading of the Move Me News **has been referred to arbitration. Once a date is scheduled it will be announced.** *Please continue to file eClaims for the amount of time it takes to read these publications since Air Canada has stated it is mandatory*



reading. Please hold onto your denied eClaims. There is no need to bring the denied claims to your local Union office for this grievance.

Policy grievance CHQ-19-13 regarding the Leading Edge and Special Initial workbooks will be scheduled for arbitration. *Please continue to file eClaims for the time it takes you to complete the workbook and bring the denied claims to your local Union office.*

Policy grievance CHQ -19-20 for General Holiday Pay rates is ongoing and we do not need you to file an eClaim for this, nor provide any further evidence to the local at this time.

[More and more Canadians are ill prepared for retirement](#)

A new survey suggests that a whole of lot of Canadians are not getting the retirement they dreamed of– if they get one at all. Statistics Canada data shows that over the last 20 years, the average retirement age for workers in Canada has increased – from 61 in the late 1990s to 64 in 2017. Click here for the full story.

https://www.rcinet.ca/en/2019/11/21/more-and-more-canadians-are-ill-prepared-for-retirement/?utm_campaign=Head_112119_CAN&utm_medium=email&utm_source=Eloqua

Stand!

With much gratitude to the labour movement, **Stand!** a movie musical will have its Canada-wide release at select Cineplex theatres on Friday, November 29. The movie, already called the “next Norma Rae”, is the result of a partnership between the labour movement in Canada and the United States, the Canadian Museum for Human Rights and the movie’s producers. It is described as an immigrant Romeo & Juliet battle for love and better future during a time of social upheaval and union organizing.

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