

WHY YOU WILL FIND JUNIOR MEMBERS OFF ON JANUARY 1ST

4 in 14 rule: The 4 in 14 rule as stipulated in our contract requires that crew members have at least 4 calendar days off within every 14 days. The 4 in 14 rule is part of your minimum crew rest rights. Crew members can choose to waive this rule in PBS. PBS can force time off on the crew member in order to respect this rule. Crew members can be denied a pairing if they are flying heavy at the end of a month and are then bidding pairings at the beginning of the next block month. Also, keep in mind that any training such as recurrent also affects the 4 and 14 rule.

Below we have provided an example that illustrates the 4 in 14 rule. Between December 18th and Dec 31st there are 14 days. This crew member is off on December 18, 19, 22 and 27 only. This is the minimum number of days off allowed as per the 4 in 14 rule. Once the schedule moves into January 1st we can see that this crew member falls below the minimum number of days off allowed by our contract. Between December 19th and January 1st there are 14 days. In the example below we find that this person cannot be forced to fly on January 1st. If a paring is placed on January 1st then this crew member will only have 3 days off between December 19th and January 1st (14 days) which constitutes a violation of the 4 in 14 rule and therefore this person has to be forced to be off on January 1st.

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The last two weeks of December is the time period that most of our senior member bid off because of the Christmas holidays. This forces most junior members to fly with a minimum number of days off at the end of December. This causes a snow ball effect into January which then forces a lot of junior member to be off on January 1st and in some cases even January 2nd. In the above example this crew member CANNOT BE UNSTACKED on January 1st. We hope that this helps you understand why you WILL find members who are junior to you who appear to have January 1st off.

<u>1 in 7 rule:</u> You can only work 6 days in a row. In the example below this crew member cannot be assigned nor unstacked on January 1st because he is working 6 consecutive days from Dec26-31.

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Be assured your PBS Committee checks all these cases to ensure your seniority is not violated.

Toronto PBS Committee