

## January 2024 Updates

CUPE Local 4092 <office@local4092.ca>

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To:office <office@local4092.ca>

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### Sick time, Expenses & Repayments

#### There have been a lot of questions lately about sick days....

You are awarded 12 sick days if you are active at the start of the January block month. If you return from leave or start employment during the calendar year, you are awarded one sick day for every full block month you operate as a flight attendant. The maximum number you can have in your bank is 125 + the 12 new for the year, so 137.

If you are a block holder, your book off starts at the time of your first missed flight, so even if you book off the night before, you will not lose an extra sick day.

If you are reserve, your book off starts at the time of the call. Since your reserve duty periods start at 00:00, you should be booking off, if reasonably possible, at or before this time.

A sick day is deducted for every 24 hours period or part there of. Whether you book off for 6 hours or 23h59, you are still deducted one full sick day.

Sick days are deducted for scheduled duty days and regular days off. No sick days are deducted for GDOs.

Air Canada monitors sick time usage. Currently, the average number of book offs per year/52 weeks is five. (Pre pandemic it was three.) While there is no contractual limit to the number of times you can book off, anything above this may attract the attention of your performance manager or attendance team. It is better to book off and stay off for a longer period of time, then constantly book on and off. Take the time to get better!



**Denis Montpetit**  
**President, Local 4092**

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#### Contact Information

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#### Office Hours

**Monday - Friday**

9:00 to 17:00

If you want to use passes or fly while booked off, you need to get approval from Occupational Health, even if you are a flight commuter. Contact Occupational Health to arrange for clearance.

**Get that cash!**

Just a reminder if you are operating a red eye turn (i.e. a one duty period pairing, that takes place overnight into the early morning, over 2 calendar days) you may be entitled to claim for a special dinner expense. Please check your detailed flight summary and file an eClaim accordingly, every time!

**Repayments**

Recently Air Canada issued notices of repayment for overpaid vacation, salary and expenses. Whenever you receive any notification like this, we recommend you always request the specific details from the Company, including dates, pairings, flights, dollar amounts, etc. CUPE does not receive notification of these type of repayment requests and we have no access to payroll information, so **you** must first request this from the Company. If you do not understand the reasons for the claw back or disagree with it, you can contact us to review the information and we can advise you on how to respond accordingly.

Similarly, if you are owed money and there is a delay in approving or processing the payment, you should email [fa.crewpay@aircanada.ca](mailto:fa.crewpay@aircanada.ca) to request an update. CUPE does not receive copies of all the pay claims that you file and we have no access to see the payroll system. If you disagree with the Company's response, you can send us the details and we can assist you further.

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