



March 2017 -Sick leave, draft...

Welcome New CUPE Members!

We want to wish a warm welcome to our new colleagues taking to the skies for the first time this month! On our local website under 'Member Resources' you can find an electronic copy of many useful documents, including the **YYZ Welcome Package, Reserve Handbook and Collective Agreement**. You are now part of the CUPE family and it is important to understand your rights at work. As soon as you are assigned to line duty, you became a CUPE member. You can attend a union meeting, call your local for advice or file a grievance. You are, however, on probation, which means that the Company does not have to prove **just cause** to terminate your employment. The probationary period is when the Company gets to evaluate your suitability to the flight attendant position. If you are not sure what this means or have any questions about situations that arise during the course of your employment, contact us. We are here to help!

Why are you waiting to call in sick, block holder? Go to bed!

As a block holder, **your book off only begins at the time you fail to report** to work due to illness. Waiting up until 12:01 to book off does not save you any sick days, so go to bed sleepyhead! In fact, waiting until the next calendar day to book off may cause problems for the operation, as crew scheduling cannot call replacement crew between 23:00 and 08:00, or more than 2 ½ hours prior to departure, to assign the pairing. This means that reserves are getting late call outs or possibly drafting may occur – plus you feel like garbage because you are sick and stayed up too late. Call to book off as soon as you realize you are not feeling well. Sick days are charged in 24 hours increments, so watch the clock when you are booking back on instead – if you are even 1 minute over the 24 hour period, you will be charged another sick day. Sick days are only deducted for duty days and non guaranteed days off.

Please note that for reserve members, your book off starts at the time of your call.

Check out Article 9, Sick Leave, B5.04 & .05 Legal Rest Periods of your [Collective Agreement](#) for more info.

Draft and picking up your original pairing

Did you know that if you are drafted off a flight, **you may have to pick up the rest of your pairing?** Due to an arbitration award, if you are legal and can "reconnect" with your originally scheduled flights, you may be required to work them. Please ensure that if you are drafted, you are clear with crew scheduling which, if any, of your original flights you are required to operate.

Hands off!

The Federal Government is considering taxing your health and dental benefits. This could result in thousands of dollars added to your tax bill and may also put Canadians at risk of losing their coverage if their employer can't afford to keep them insured. These plans provide preventive care not covered under your provincial health services, including prescription drugs, vision care, mental health services, dental care, nutrition counselling, and musculoskeletal care. Without proper health care benefits, more Canadians will enter the public system with greater health needs, driving up costs for everyone. The Federal Government needs to hear from Canadians that taxing these essential health benefits is a bad idea, and the negative effect this could have on middle class Canadians and their families. Tell the federal government to back off our health benefits!



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Office Hours

Monday - Friday:

9:00am to 6:00pm

Saturdays - Holidays:

10:00am to 4:00pm

Follow Us

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<http://donttaxmyhealthbenefits.ca/>

Turn the lights off for Earth Hour March 25 8pm!

Around the globe, millions of people, businesses and landmarks set aside an hour to host events, switch off their lights and make noise for climate change action. This year Earth Hour is at **8:30** on 25 March 2017. Click here for events in your area www.wwf.ca/events/earthhour/

CUPE at work!

CUPE National has many committees and work groups engaged in discussion, debate, research and action in a great many social, economic and union issues. Check out the latest Economy at Work Report on privatization, https://cupe.ca/sites/cupe/files/field_publication_past_issues/economy_at_work_winter_2017_e.pdf

CUPE National Convention

CUPE National holds a convention for all locals every 2 years to approve a budget and set a course of action on political, social, economic and union matters. Each local has the right to submit resolutions which may be voted on by the Convention delegates in the fall. We will be holding a meeting later this year to decide on which resolutions our local would like to put forward. Tell us about your ideas! office@local4092.ca

March 21, 2017 UN International Day for the Elimination of Racial Discrimination

On March 21, 1960, sixty-nine people were killed and eighty were wounded in South Africa while peacefully protesting Apartheid. The Security Council of the United Nations, in an unprecedented move, condemned the Sharpeville Massacre and the South African government for this action. March 21 was declared the "International Day for the Elimination of Racial Discrimination" in 1966 by the General Assembly of the United Nations. The theme this year is racial profiling and incitement to hatred, including in the context of migration. Every person is entitled to human rights without discrimination, yet in many parts of the world, discriminatory practices exist. While we can obviously point our fingers to our neighbours to the south, we must recognize that we here in Canada are not so innocent either. Click [here](#) for a recent CUPE member's win on racial profiling.

Head to Toronto City Hall, March 21 at 7pm for [Unite To Stop Hate](#), a focused discussion on the kind of future we want to share together as Canadians in these uncertain times.

Send us a picture of you at an event to win a prize and be posted on the local website!

Lillian@local4092.ca

Dates to remember:

March 17, 2017 – Bids close.

March 21 & 22, 2017 - Office will be closed due to training and grievance hearings

April 13, 2017 – Local meeting, 1-4 pm, Terminal 1, TCAT room. Agenda and map will be sent in a bulletin in early April.

April 20, 2017 - LTD Arbitration, 10 am. Location TBD.

Our mailing address is:
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