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May 19, 2020

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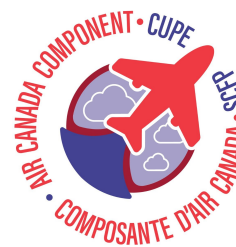
Le point sur le surplus de personnel 18  
19 mai 2020

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## **A MESSAGE FROM YOUR COMPONENT OFFICERS**

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## **UN MESSAGE DES OFFICIERS DE LA COMPOSANTE**



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Dear Members,

The Company released its mitigation package earlier today for CUPE, along with other unionized groups. The selection process will be open until **Monday, May 25, 2020 at 08:00 EDT**. For the June 2020 block month, the expected active crew requirements are approximately the same as May 2020 for our Mainline Cabin Personnel. There is no planned flying for Air Canada Rouge, that the Union has been advised of. Once we have a further update on the number of members deemed surplus, and additions to any Rouge flying, we will ensure it is published to you first.

The link to the Mitigation Options from the employer are available in your Air Canada email or can be accessed through the following pathway: HR Connex -> Go to eHR Kiosk -> Mitigation Program 2020.

The Options available to CUPE Members are as follows and will be awarded in the following order:

1. **Retirement Incentive Program** (for those eligible for retiree travel privileges) or **Resignation with C3 Travel and Benefits Programs**
2. **Special Leaves of Absence**, with leaves prioritized as follows: 24 months, 18 months, 12 months, and 6 months.
3. **4-month Reduced Block Program**

*All Mainline members are eligible to bid on the Mitigation Programs; however Special Leaves of Absences and Reduced Block Programs will be awarded by seniority to those who would otherwise not be placed on Layoff Status. Meaning, you can not hold an SPLOA or RBP program if you are not able to hold flying for June 2020. This is also something no one can gauge as it is dependent on who senior to you selects a mitigation program, thus pushing their flying down to the next senior member to do the same.*

Please click [HERE](#) for the details of the Retirement Incentives and Resignation Programs.

Please click [HERE](#) for the details of the Special Leaves of Absence and Reduced Block Program.

Questions about these programs can be directed to Crew Planning. The Company has also set up a CUPE specific Yammer group called "CUPE Mitigation Q&A".

With regards to the 4-month Reduced Block Programs, please note these are not language restrictive. We would also like to point out that we have asked the employer about the EI top up on the Reduced Blocks and have not heard back at this time. When we have further information on this, we will advise you.

**Rouge Members** are eligible for the Resignation with C3 Travel and Benefits program only. The reason our Rouge members cannot bid for SPLOA or RBP's is because none of our Rouge members are holding flying to mitigate. Please check your Air Canada emails for instructions on how to apply.

Once the mitigation program is complete, those members deemed surplus will receive layoff notices by May 29<sup>th</sup> at 23:00 EST. Your Union successfully pushed for no base bumping, so the planned flying will be built around the remaining members' home bases instead of members being forced into unnecessary base transfers. This was something we felt would offer further ease into the process and allow our members that are staying online comfort in knowing the flying will come to you, not you having to go to the flying.

Recalls from layoff status are done in order of master seniority regardless of originating airline as per Article 17.16 of the Collective Agreement. Recall rights for both Mainline and Rouge are for five (5) years.

Your Union is continuing to advocate for the extension of the CEWS program and is working with CUPE National to lobby the federal government to provide further assistance to Air Canada with the conditions that all employees remain on the CEWS program.

Your Union also wants you to know that we went to the employer with many suggestions on top of what has been offered by the employer, i.e.: pension bridging, VSP's, different pass structures, optional benefits, paid for by you or the employer etc. The package you see is what the Employer came back with and has presented to you. This process was done over a few weeks with the involvement of all Local Presidents and the Component Executive.

We have heard from hundreds of you over the weekend and hope you will continue to reach out for any clarification, concerns or questions. We are here to support you and

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In solidarity,

Wesley Lesosky  
Component President

Theresa Mitchell  
Component Vice-President

Alex Habib  
Component Secretary-Treasurer



International Flight  
Attendant Day

CUPE

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## Le point sur le surplus de personnel 18

À tous les membres,

La version française suivra sous peu.

Solidairement,

Wesley Lesosky  
Président  
de la Composante

Theresa Mitchell  
Vice-Présidente  
de la Composante

Alex Habib  
Secrétaire-Trésorier  
de la Composante



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