



# NOTES from **NEGOTES**

B A R G A I N I N G   N E W S   F O R   A I R   C A N A D A   C S S A   M E M B E R S

## Shift trading is a win-win for members *and* Air Canada

Shift trading is a time honoured tradition that has taken almost 50 years to evolve into its present form. Ask any Air Canada employee – young or seasoned – what one of the most important aspects of their job is and they will say: flexibility.

*Management at Air Canada have lost sight of the fact that shift trading is the sacred cow of sales agents.*

In a country that offers little help in the way of child and elder care, the flexibility of shift trading has allowed members at Air Canada (who must work shifts around the clock and in every season) to create timetables that allow them to care for their dependents and/or pursue other endeavours like higher education for themselves and their children.

### THIS DEBATE BRINGS TO LIGHT MANY ISSUES

Although it has thrown a wrench into negotiations, this debate brings to light many issues, one of which is the pay scale for new employees. Shamefully, now that part-time, minimum wage work is standard in the airline industry, picking up extra shifts is often the only way for many of our members to make ends meet. All workers at Air Canada

deserve to earn a living wage and to be equally recognized for their contributions.

The company's intention to unilaterally alter the shift trading process completely changes the conversation in bargaining and has forced the committee to suspend contract talks until we deal with specific issues.

accustomed to fitting their life into the cracks of their erratic shift schedules because time-off requests are virtually never granted.

### WE ARE ENSURING THAT THE PARAMETERS OF THE CANADA LABOUR CODE ARE FULLY EMPLOYED

We understand the requirement to be legally compliant, however pieces of Labour Standards under Part III of the Canada Labour Code cannot and should not be quoted in isolation. Labour Standards provides flexibility –workplaces within the federal sector work a variety of schedule types and respond to varied operational requirements which are driven by issues such as seasonality.

The company is currently reviewing a list of proposals developed by your bargaining committee that address the company's concerns, legal components and preserve our member's ability to shift trade.

Prior to the shift trade issue taking precedence over negotiations, discussions were moving along at a steady pace. Once this issue is resolved we will resume our regular agenda. We will continue to keep you informed of any progress that we make.



1967 - the year that gave us Expo *and* shift trading

### THE COLLECTIVE AGREEMENT NEEDS TO REFLECT THE NEW REALITY OCCURRING AT AIR CANADA

These changes require reviewing our entire collective agreement. The company's 24/7 schedule relies on the fact that members will shift trade to accommodate medical issues, appointments, child care issues, etc. The vast majority of our members are

**Throughout this ordeal, the committee has continued to keep your leadership informed so that they in turn, can keep YOU informed. We hope the following will help to clarify our position on some of the concerns and issues that have been raised.**

### **HOURS WORKED**

The Canada Labour Code specifies maximum permitted work hours as 48 hours a week including scheduled hours, shift trades, and overtime. However, there is an allowance for these hours to be averaged over longer periods. The Canada Labour Code contemplates mutual agreement between the company and the union on the averaging period. The union believes that an averaging period of longer than a quarter would be more reasonable to minimize the impact of positive pay on a member's wages, and to provide more flexibility on the maximum hours of work a member can work during that period.

### **INCREASING THE MAXIMUM HOURS**

The maximum hours of work in a year are 48 hours X 52 weeks or 2496 hours per year. Things such as vacation time, and bereavement leave are not to be included in the 48 maximum hours per week. For example, if you are full time and are entitled to 4 weeks (160 hours) of vacation, you would be entitled to work 2496 + 160 or 2656 hours per year.

### **POSITIVE PAY**

There is an obligation for companies to report income for hours actually worked and to make and report appropriate deductions (such as EI and CPP). The only way to achieve this is through positive pay. Positive pay means that you get paid or credited for the hours actually worked. Your pay cheque (or time bank) will be reduced for hours not worked.

### **MINIMIZING PAY IMPACT THROUGH TIME BANK USAGE**

- One-way shift trades: the company pays the person working the shift their rate of pay.
- Two-way shift trades: the company pays or credits the person working the shift. The person who has given away the shift(s) could have their time bank deducted in order to minimize the impact on their pay.

### **IMPLEMENTATION DATE: APRIL 1, 2015**

Many members already have shift trades in effect and the committee recognizes that the implementation date of April 1 is causing great anguish. We have requested that any changes be in effect later in the fall.

### **YOUR AIR CANADA BARGAINING COMMITTEE,**

Veronica Kelly, Pacific region  
Joanne Goulet, Western region  
Frances Galambosy, Chairperson - Central region  
Benoit Lapointe, Eastern region  
Tammy Moore, Atlantic region  
Cheryl Robinson, Local 2002 President  
Leslie Dias, National Representative



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