



via email

Lucie Lapierre
Jazz Unifor Airports Bargaining Chairperson

July 23, 2024

SUBJECT: Notice of Implementation of SWN Technology to assign shifts.

Dear Lucie,

Please be advised that the Company will begin to apply the SWN call out distribution technology to assign shifts, in reverse seniority order, to eligible employees in accordance with all scheduling rules.

The application of the above is in support of the process already outlined in articles L 1.04.05; L 1.04.07 & L1.04.08 or the Airports Collective Agreement.

For clarity, once the Company has completed the steps required to offer adhoc or non-discretionary adhoc work in seniority order at straight time; and should there be no takers for the shift(s) offered; and should the Company then elect to offer the shift at overtime; and should there be no takers; the Company will then use the SWN call out distribution technology to assign the OT shift to the junior eligible PT employee.

Once assigned, the shift becomes the responsibility of the employee to fulfill. The aim or the intent of the use of the technology for the purpose is to ensure that the junior eligible PT employee is being assigned the work per the Collective Agreement.

This process as described above to assign shifts via SWN is fundamentally no different than that process which occurs in the preferential bidding of part time shifts, where under the Collective Agreement left over shifts are forced in reverse seniority order to eligible PT employees.

The Company does acknowledge that the application of the technology may raise questions, or concerns relative to Collective Agreement article 18.06, however the Company reasonably considers that the use of the SWN technology for the purpose is not detrimental to the workforce, and that no staff reductions would result. Nonetheless, the Company is willing to engage in meaningful discussion and consultation over the next thirty days with respect to any concerns that may arise from the use of the technology. The timeline for consultation may be extended as required.

The Company will otherwise introduce the proposed change, as outlined in this letter, effective December 1st, 2024.

Please do not hesitate to contact me if you have any questions or concerns.

Sincerely

Stephen Boa

Stephen Boa
Manager, Labour Relations
Jazz Aviation LP

CC: Marnie King, VP Airports
Suzane Asseff, Director Employee Relations
Shayne Fields, Unifor National