



NOVEMBER 29, 2024

## Air Canada: Vacancy for (1) Women's Advocate position – Atlantic Region

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Unifor Local 2002 is seeking to fill a vacancy for the Air Canada-Women's Advocate position in the Atlantic Region. The Unifor Local 2002 Women's Advocate is a negotiated position in the collective agreement with Air Canada.

The Women's Advocate provides referrals on issues such as sexual assault, domestic violence, suicide prevention, depression, pregnancy, stress, separation, and divorce. The role of the Women's Advocate is to listen and provide support, offer information and appropriate resources.

Individuals interested in applying for the Unifor Air Canada Women's Advocate position are to submit a resume and cover letter outlining their particular experience and reasons for applying for the position no later than December 13, 2024, at 16:00 EST.

Please mail or email your resume along with a cover letter to:

Unifor Local 2002  
Air Canada Women's Advocate Position – Atlantic Region  
Attention: Kerry Turner  
7015 Tranmere Drive, Unit 5 Mississauga, ON L5S 1T7  
Email: [kerry@unifor2002.org](mailto:kerry@unifor2002.org)

The term of office will be for three years, beginning immediately once the successful candidate is selected. The successful candidate will be required to attend an initial 40-hour basic training session and a yearly refresher session. The successful candidate will report to the President of Unifor Local 2002.



*For specific language regarding the women's advocate position, please refer to the following article below:*

**ARTICLE: 19.13 WOMEN'S ADVOCATE**

19.13.01 The Company agrees to recognize that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. For that reason, the Company and the Union agree, when there is adequate verification from a recognized professional (i.e. doctor, lawyer, registered counselor), an employee who is in an abusive or violent situation will not be subjected to discipline if the absence can be linked to the abusive or violent situation. Absences that are not covered by sick leave or disability insurance will be granted as absent with permission without pay.

19.13.02 The Company and the Union recognize that female employees may sometimes need to discuss with another woman, matters such as violence or abuse at home or events in the workplace. For this reason, the parties agree to recognize the role of a female member to be the Women's Advocate in each of the five (5) regions of the Country. The Women's Advocate in the eastern region must be bilingual.

19.13.03 Each Women's Advocate will be designated, by joint agreement by the Company and the Union, from within the female members of the Unifor / Air Canada bargaining unit that are recommended by the Unifor, based upon the candidate's qualifications, experience, and aptitudes. The Women's Advocate will meet with female members as required, discuss problems with them and refer them to the appropriate agency when necessary.

19.13.04 The Company agrees to provide the Women's Advocate with a guarantee of two (2) hours per week of Company-paid release time in order to perform her duties. The time of the release from duties will be mutually agreed upon between the Women's Advocate and her manager within two (2) weeks following the awarding of her schedule. Every effort will be made to ensure that the time of the release has the least impact upon operations.

19.13.05 If more than the two (2) hours per week of guaranteed release time is required to address particular issues that fall within the duties of the Women's advocate, the Women's Advocate must seek prior approval for an additional released time from the Director of Labour Relations.

19.13.06 The Company agrees to provide each Women's Advocate with access to a confidential phone line to be used exclusively for the duties of the Women's Advocate. When a female member requests a meeting in person with the Women's Advocate at a Company location, the Company will make its best effort to provide access to a private office so that confidentiality can be maintained when a female employee is meeting with the Women's Advocate.

19.13.07 The Company and the Union will develop appropriate communications to inform employees about the advocacy role of the Women's Advocate and provide the contact number for the confidential phone line.

19.13.08 Each Women's Advocate will participate in an initial 40-hour training program organized by Unifor and an annual three-day update-training program.