

President's Report

December 2017 to April 2018

COCP

December and March the COCP met for our quarterly meetings. In March Troy Winters senior health and safety officer for CUPE National joined us to discuss the push with Transport Canada(TC) and the issue of air quality onboard our aircrafts as well as cosmic radiation exposure. There is a fact sheet available for those who are interested in viewing it. We are also working on influencing TC to include flight attendants into the legislation with regards to fatigue. This is a major campaign including people from all the major airlines.

We have relaunched the political action committee. YWG CCM Jesse Collen has joined the efforts of this lobbyist group and I am looking forward to seeing what gains this committee sees in the coming year.

Disciplinary action and Arbitration

Since our last tour, I have met with management to negotiate through a number of terminations with our CCM group. Some have opted to settle, others are currently going through the arbitration process. It is a lengthy and difficult process however, there is a light at the end of the tunnel for each member involved.

Our goal is to and always has been to re-instate and we work with each individual member to get the best possible outcome that suits their needs.

Along with arbitration and settlement prep, I continue to attend many disciplinary meetings with members when their VPs are not available. Over the last few months the same issues reoccur one being the STD policy and compliance over that program as well as the Attendance monitoring policy (AMP).

Reciprocal Standby Pass Agreement

Our flight attendant and pilot unions have created a committee and have been working together for the last 6 months to press the issue on an interline agreement with other carriers. It has been a hard sell despite the fact that it is industry standard. Dialogue with the VP of Operations has reopened the door to a possible program tied in to our new reservation system. We will keep you updated as we hear more news.

If you have any questions regarding this please program feel free to email interline@sunwingpilots.com

STD Policy

I have seen a significant amount of denials when a member files a claim for coverage. Pre-existing conditions and lack of objective medical evidence typically top the list of reasons why. It has become clear to me that our membership is wholly unaware of the process and our responsibilities to it. I have met with the Benefits department to discuss their expectations of our members when on the program.

Every effort will be made through the Local to educate our members to ensure this valuable benefit continues to service our members in time of need.

AIMS Bidding System

We have moved into our new AIMS bidding system, which is a system used prior to AOS. It is similar, but with a significant boost in capabilities. The ultimate goal was to provide a better bidding experience for the members and with better scheduling capabilities for the Company. As much as there has been improvement, from a scheduling perspective, compliance and adherence to our collective agreement specifically articles ...9.12.1 and 9.12.3 are not currently adhered to. We are looking for a May launch on adherence.

Labour Relations Meetings

I continue to meet with senior management monthly or when the need arises to resolve issues before they result in grievances. Our Local has a very respectful relationship with management which I see as necessary to ensure movement forward on several issues without the need to move to arbitration. I do try to exhaust all methods to resolve the dispute before that, as there is significant risk to having a third party issue binding orders. Once that happens we are unable to go back.

During these meetings I also discuss other concerns we see on the horizon for the upcoming seasons which have resulted in our current LOU's, (LOU 2018 TVS program as an example).

Conclusion

With the busy winter months coming to a close, I am looking forward to digging deeper into extending our communication between each other, training our newest base delegates, empowering our existing executive team and committees as well as ensuring all parts of our collective agreement are adhered to.

There is a tremendous amount of work to be done but I look forward to the challenge!

Happy Summer everyone!