

We have received some member reports regarding local management investigations. It seems that Transport Canada is currently carrying out safety audits, and as part of the follow up to Transport Canada reports, some members of our local base management are questioning crew.

Areas of concern include:

- Requests for investigatory meetings without advising the member that they have the right to Union representation
- Notes under hotel room doors requesting contact be made upon arrival at home base
- Crew being approached at the beginning or end of a shift without prior warning and being questioned about flights
- Crew being phoned at home and questioned about incidents on flights

The employer does have the right to investigate incidents, but as per Article 14 of our Collective Agreement, reasonable prior notice should be given and the member must be advised that they are entitled to Union representation. Being approached when arriving or departing and expected to answer questions on the spot is not reasonable; neither is an investigation over the phone.

In addition, a member who comes in for a meeting on a day off is entitled to 3 hours of ground time pay, pay which they will not earn if they meet with management before or after a shift.

We strongly advise that our members exercise their rights to Union representation any time they are asked to talk to management. Do not be intimidated. Simply tell the manager that you are not refusing to co-operate, you are just sticking to your Collective Agreement.

We would also like to caution you on engaging in "informal" conversations with management, without Union representation. Although you have the right to stop such conversations at any time and ask that a Union officer be present, it can be awkward to interrupt these exchanges, and many people are simply not assertive or confident enough to know when they have that right. It is best not to put yourself in that position in the first place.

If you ever have any questions about your rights or obligations, please call us first (604-295-4259) or drop by the Ops Centre Union office just past the uniform shop.

In solidarity,



David Pacheco
President Local 4094 CUPE