



LOCAL 4094 UPDATE JANUARY 2010

Dear fellow CUPE Local 4094 members,

As the Province and the company prepare for the challenges of the upcoming Winter Olympic and Paralympic games, so must we as a Union prepare for the pressures that are inevitably going to be placed upon our members. Although I think the majority of us share the enthusiasm regarding the upcoming events, we must ensure that we continue to put safety ahead of all other considerations, and that our negotiated working conditions are respected.

The Right to NOT Exceed your Maximum Duty Day Limitation

Although the union bargained a premium for those instances in which members **elect** to exceed their maximum duty day limitations, we would like to remind you that you still retain the right to **not** exceed those same limitations. The decision is not a collective one, but rather an individual one and no one should feel pressured to continue on duty if they have chosen not to.

Additionally, in order to qualify for the premium, we cannot overemphasize the importance of the Service Director communicating your decision to voluntarily exceed, to crew scheduling.

18. B5.02.03.03.01:

As soon as a duty period is projected to exceed thirteen (13) hours for domestic flights or fourteen (14) hours for overseas flights at a Crew Base, or fifteen (15) hours for domestic flights or sixteen (16) hours for overseas flights away from a Crew Base, based on the official forecast, **the employee must advise the Service Director of his/her individual decision to exceed the limitation or to take crew rest.**

Duty Period Extension Premium

A Premium will be paid to employees who **volunteer** to exceed their absolute maximum duty period limitation, pursuant to Article **B5.02.03.03**. This premium will be fifty percent (50%) of his/her regular rate of pay on all flight time credits involved in that duty period.

NOTE 1: The premium will apply to DPG

NOTE 2: The premium will be for pay purposes only

NOTE 3: The premium will apply to reserve employees

NOTE 4: Employees operating flights pursuant to **Article B14**, as well as **Letters of Understanding 18 and 22** may also volunteer for an extension premium.

February Long - Range Flying Reminder – your Rights

Once again in February we see several flights as belonging to a Collective Agreement classification that permits longer duty periods than normally attributed to those same flight sectors. Until we have an arbitrated settlement to what we consider to be a Collective Agreement breach, we must continue to work these flights within the existing parameters. Several crews have expressed concerns about not being permitted the minimum amount of onboard rest due to short flight times. We would like to remind all Flight Attendants and Service Directors that there is no provision for reducing the contractually stipulated rest periods on B-14, LOU 18, or LOU 22 flights. The in-flight service has to be organized in a manner which will respect your hard-earned Collective Agreement rights. Once a flight sector has been designated as belonging to one of these categories, the rest provisions apply to outbound and return flights.

Please refer to our December Local Bulletin, "Long Range Flying", for a more thorough review of your rights on these flights.

Affected YVR operated Feb departures are:

878 YYZ - ZRH (Feb 06), returning 879 (Feb 08) increased to **LOU B14**
(scheduled duty period limitation increased to 15:00)

025 YVR – PVG (Feb 28 / Mar 01), returning 026 PVG – YVR (Mar 02 / Mar 04) increased to **LOU 18**
(scheduled duty period limitation increased to 16:15)

007 YVR – HKG (Feb 28), returning 008 HKG – YVR (Mar 04) increased to **LOU 22A**
(scheduled duty period limitation increased to 18:00)

033 YVR – SYD (Feb 28/Mar 01), returning 034 SYD – YVR (Mar 03/Mar 04) increased to **LOU 22B**
(scheduled duty period limitation increased to 19:30)

Local Communication

Your Local Executive recently completed an update initiative for e-mail communication. A letter was placed in the mailbox of every Local member who was not yet on our list, and the response has been terrific. Our electronic bulletins now reach approximately 90% of the 4094 membership. If you know of anyone who is still not receiving our e-mails and would like to, please advise them to drop a note in the CUPE box in the comm. centre, slide a note under our office door, or send an e-mail to officers@local4094.ca.

Solidarity Committee

George Stonier is our new Local 4094 Solidarity Committee Chair. He is looking forward to injecting a significant social aspect to the committee.

In Solidarity,



David Pacheco

President
CUPE Local 4094
Vancouver (YVR)