

November 11, 2009



Local 4094

Pairing Optimizer Cease and Desist

As you know from recent bulletins, the company has purchased a new Pairing Optimizer to help them build more efficient pairings and reduce costs.

Although the Company had previously committed to consulting with the Union prior to implementing the Optimizer, and had assured us that it would not be used until the February block month, they unilaterally decided to use it to build the November blocks without advance notice.

I first became aware that this had happened when Local PBS chair Kim Hansinger received the monthly blocks for review in mid October. The Local immediately engaged in discussions with the other locals and with component. Each local filed a grievance, and after more consultation and research, grievances were filed at the component level.

Yesterday we spent the day meeting in Toronto with the Company and Chief Arbitrator Kaplan. By the end of the day we reached a settlement with the Company in which they agreed to cease and desist from using the new Optimizer and to revert to the previous system of building pairings for the December block month. In addition, we now have a hearing scheduled for December 14 at which time the grievances filed with respect to the Optimizer will be heard.

We are pleased with this outcome as it was crucial to protect our members from any potential additional upheaval during the typically stressful and challenging December block month. That being said, the work is just beginning. We have no doubt that the company will try to extract as many savings as possible from the use of this new tool, and it will be the Union's job to ensure that every aspect of the collective agreement is respected when it is implemented.

In Solidarity

A handwritten signature in black ink, appearing to read "D. Pacheco".

David Pacheco
President- CUPE Local4094