

Vote YES!

THE REFERENDUM VOTE IS NOW OPEN

The seven Executive members of the Air Canada Component of CUPE have unanimously agreed to a Bylaw Referendum Proposal that we hope the membership will ratify. Once passed, this bylaw change will achieve a solution to the funding problems some locals, including Vancouver, currently experience.

WHY YOU SHOULD VOTE YES

Under our current bylaws, each local (YUL, YYZ, YYC, YVR) receives \$600 as a “base amount” per month, and \$6 per active dues paying member. It makes sense that a local with more members should require more resources. It is also a reasonable expectation, however, that regardless of size each local still has to be able to staff and maintain an office in order for its membership to receive the level of service we all expect from our union.

At present, in more than one base, whenever the local President is away on Component business, the local office is either severely understaffed or closed altogether. We would never accept this for ourselves, and as a union we cannot accept it for the other locals either. Additionally, if the officers from the underfunded locals have unmanageable workloads, their ability to contribute at the Component level can be negatively impacted. Our union structure relies on input from all bases. Anything that limits those contributions hurts us all.

	Currently	The proposed change if your vote is YES
Base Amount	Each Local gets \$600.00 a month.	<ul style="list-style-type: none">• Each Local with less than 2000 members would get \$3,250.00 a month.• Each Local with more than 2000 members would remain the same at \$600.00 a month.
Member Dues	Each Local gets \$6.00 for each member	Each Local gets \$6.00 for each member. Remains the same

What this means to Vancouver

Vancouver would see a very welcome annual increase of \$31,800.

For several years, in the face of declining membership numbers, Vancouver Local 4094 has been operating in an environment of severe budgetary restraint. We continually look for ways to gain efficiencies and to cut costs, and great strides have been made in a whole range of areas. We have moved to a largely electronic information storage system and electronic bulletin distribution, thereby reducing printing costs significantly. We have relied on donations for office hardware and software, have re-evaluated our office needs, cut phone lines, and renegotiated service contracts. Officers and Committee members, well aware of the limitations of the local budget, have been careful to keep their costs down and have been extremely generous with their volunteer efforts.

Due to our geography and the uniqueness of our operation, there are costs and challenges that Vancouver has that the other bases don't. For instance, a great deal of Component business takes place in the East. In the last month alone, the Local President has travelled to Eastern Canada three times, has been away for thirteen days and has spent some thirty hours more travelling than Eastern based members of the Component Executive. In Vancouver, we are currently financially stressed to provide the services the Local members need when the Local President is away. Additionally, since the comm. center and local union office are the only ones in the system that are on Company property, the local also bears the cost of maintaining an off site office to ensure the privacy and security that our members expect.

The bylaw change would allow current and future Local 4094 union officers to meet their financial obligations while continuing to grow the union, attract greater member participation, increase member education and continue to find ways to improve service to our members.

All money would come from within the existing Component budget. At no time has there ever been any contemplation of a dues increase to fund this bylaw change.

These are your Union dues, coming back to your Local

Voting Procedures:

Voting Opens: Friday, November 19, 2010, at 09:00h EST, and will close on Monday, November 29, 2010, at 12:00h EST (09:00h PST). You have the option of voting by web, or by phone, as per Component Bylaws.

You will need your membership voting card number and PIN to access the system. Your PIN remains the same as it was for the recent Bargaining Survey.

- Voting website: <http://www.ivrwebservices.com/cupe/cupe.asp>
- Voting phone line: 1-800-815-7109 within Canada (1-403-301-2119 outside Canada)
- If you do not have a PIN, please contact: vote@acomponent.ca

*** If using the automated voting phone line, you will first be read the above question in its entirety. You may then vote by selecting the option: Yes, I agree - or - No, I do not agree. ***

Thank you for your continued support

In solidarity,



David Pacheco, President CUPE Local4094