

Season's Greetings fellow members,

As the year draws to a close and we reflect on the past year waiting for Santa, this will serve as my closing message to 2024. I want to convey my heartfelt and best wishes for a prosperous and healthy New Year. This, perhaps a little ironic that during my recent vacation our car became a write off and we've had to purchase a new car and then as I return to work I get diagnosed with Shingles.

During the year, local management changed with Alan Tuttle taking over. Although on the surface it seems like a welcome change but at the end of the day, management is management and we as the Union must stay vigilant.

2024 also saw new part time lines offered which will take effect in February. With just over two months left in the bid, the company will run with relief but the affected members will bid their base lines during the week of 05Jan. The eBid tool will be turned sometime next week so make sure that it is working. If it isn't working by the 3rd please reach out to me. Since all lines are relief, the members will not have the usual 3 minutes that we are accustomed to.

The company will also be running the 6.15 process for the full time lines that the new part timers are releasing effective the February report date as well as any current vacant lines. (I believe there are still currently 4.)

There is a copy of the November Seniority list printed in the lunch room. Please confirm that your seniority information is correct. Also on the topic of seniority, please keep in mind there are three seniority dates that affect us. The first is the Union Seniority Date. This is used for shift bidding and vacation bidding. The other is Company seniority or what recently is called Vacation Date. This affects monetary things such as vacation entitlement and progression. And finally there is your Date of Hire. For the majority of us, all three will be the same but for many others affected by layoffs, leaves and covid, they could be different. Please reach out to HR through the Centre of Excellence link in HR Connex to clarify any discrepancies.

Finally, I'd like to leave you with three words. **Code of Conduct.** During the past year, if nothing has harmed our membership than these 3 words. I implore you to read it and familiarize yourself with it. We have all signed off on it in the past so when the company recites these two sentences it never ends well. "Are you aware of the Code of Conduct?" "Do you remember signing the Code of Conduct?"