



YVRAPT NEWS

May 22, 2025

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Election Update #2

Just a reminder that the election for the Bargaining Representative will close at **noon tomorrow**, Friday May 23, 2025. Please exercise your democratic right if you have not done so already,. If you have not received your ballot yet, it's imperative that you get registered. Please email the office if you are having issues. With Bargaining coming up within the year, it's one of the most important elections in the past few years.

UNIFOR Scholarship Deadline is Fast Approaching

Unifor has scholarships available to children of members who will entering their first year of post-secondary education. Who couldn't use \$2000? The deadline is June 20, 2025. You will need transcripts and a letter from your DC so check out the link and / or contact me:

<https://www.unifor.org/resources/education/scholarships>

GHO & VPP (General Holiday Option & Vacation Purchase Program)

As you may have read by now, the enrollment period for extra vacation through the General Holiday Option and the Vacation Purchase Program has opened. You do have until mid September to enroll but once that deadline passes, there is no recourse. If you are interested in the extra time off, enroll sooner than later. Many members forget that they hadn't enrolled and by the time they find out, it's too late.

Later on this fall when we bid our holidays, the total vacation + GHO + VPP determine how many vacation slots there will be. I have heard recently from senior employees who complain that there are fewer slots available than in years past. Part of this can be attributed to the larger proportion of junior employees who only have 2 week entitlements v.v prior to all the hiring in recent years, when the majority of the membership had 5 weeks plus the GHO/VPP.

The members who are away with their earned / purchased holidays are back filled with relief agents, with brings me to my final point:

Reduced Overtime (RO)

Twice each year, the company determines the requirements for the upcoming season, summer or winter. They decide that x number of specialists are required for Kiosk. Y is required for Customer Care etc. The Union then, through the cycling committee then takes those shifts and cycles days off. The actual shifts are created by the company. The Company is the one that said we needed all those shifts for the operation to run.

However, on any given day, the company decides how close they can push it to breaking the proverbial camel's back and save money for their shareholders by giving their employees RO. It seems like they're doing us a favour but the Company will not hire any overtime nor back fill those missing using RO. The end result is there is extra burden placed on those employees who are left. The next time you feel run ragged and wonder why we are so short, remember this, the Company couldn't care less about how those of us who are left are feeling. The state of that camel's back is moot. Do you think that perhaps the operation would run much more smoothly if we had all those shifts that the company said we needed for the operation to run smoothly?

The Union prefers the membership to use shift trades to get time away rather than utilize RO. Shift trades allow for our members to pick up extra hours. If we show the Company that they can manage with fewer staff, it will become their new standard and ultimately it will impact **OUR JOB SECURITY!** So, use shift trades. Don't show the company they can do with fewer people.

Please stay safe. It's **Safety First, Always**. Then, maybe OTP. It's not the other way around. If you need to take an extra few minutes to be sure, take them. Don't be in such a rush that you'll be called into a meeting later. You will never be disciplined for delays.

In Solidarity,

Eric