



YVRAPT NEWS

September 24, 2025

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W25 Shift Bid

First of all, I'd like to thank the 4 members of the Cycling Committee for their hard work and dedication in balancing the needs of the membership against the constraints placed by Management.

As you may be aware, the Union has not had a shift committee for several contracts now. We gave that up a couple of decades ago so, we now only have the cycling of the shifts that the Company creates, left. The Union ensures that the shifts fall within the terms of the Contract. For example, the Full time 4x4 must be between 5 and 10%. (CBA 6.07.02). Therefore, if there is no violation of the Collective Agreement, there is nothing to argue even if we don't like what the shifts are.

The Cycling committee only assigns days off. The Committee basically takes the shifts that the Company has created and plots them onto a blank sheet with the yellow squares and X's already prepopulated. No more. And no less.

If you feel strongly about getting the Shift Committee back, let your Bargaining Rep know during the Proposal meetings but ask yourself, where that would fit in with your priorities amongst wages or pensions and other benefits.

Having said that, the Cycling Committee was able to get many more pure lines this time around compared to the Summer 2024 bid where the Company forced us to create more mixed lines. Just remember, mathematically only the 4x4 will never have mixed duties or start times. Earlier in my career, long before becoming involved in the Union, I've had two AM Gate Lead shifts at 0330 followed by two Jazz PM Gate Lead shifts at 1400 or as a junior part timer on a 5/2 with days 1,3 and 5 at 2200-0300 and days 2&4 of 1600-2000. I know for a fact, the worst this time around is a 4 hour difference in one part time shift.

There has been a huge drop in the total number of Full Time lines from 448 to 416. This can be attributed to the 32 transfers to Part time from Full Time and additional vacation coverage. For the first time in as long as I can remember, the Company has offered the full 2 weeks of VPP allowed in the CBA rather than restricting it to just 1 week. When we consider 75% of the membership usually take the GHO/VPP package, this will increase the need for relief (up to about 500 weeks of vacation).

Limits per CBA	W24		W25	
4x4 (5-15%)	26	8%	28	10% (+2%)
4x3 (45-60%)	154	47%	126	45% (-2%)
5x3 (30-40%)	120	37%	96	35% (-2%)
5x2 (0-10%)	28	9%	28	10% (+1%)
Relief	120		143	+23 lines
Total Lines	448		416	-32 lines (Equal to the transfers)
Note:	Leads and Concierge line are not included in the above. The total Leads year over year have increased from 11 to 12. Concierges have also increased from 25 to 26. (The total percentages may not add up to 100 due to rounding)			

Part Time				
	W24		W25	
4x3 (40-100%)	69	78%	75	82% (+4%)
5x2 (0-60%)	19	22%	17	18% (-4%)
	88		92	
6.07.03 A minimum of 40% of all operational part-time shifts will be developed utilizing non 5x2 shift patterns. These shift patterns may include 4x3 or 3x4.				

If there are any concerns, please bring them to my attention by email at the Unifor address and not the Air Canada address or by phone at 604-270-5060. All local issues are handled by myself so it's always better to contact me directly than going through the BR. The Union does not use social media including Telegram so please do not expect any answers there.

In solidarity,

Eric

