

November 2025 Update

Proposal Meetings

This week, The Bargaining Committee held 8 proposal meetings where members came to hear what the top 6 concerns of the membership was. I was expecting more members to have attended as we were outnumbered by the other two districts, 100 (Vancouver Reservations) and 104 (Loyalty Contact Centre aka Aeroplan) at some of the meetings. We are the largest of the three Districts in Vancouver so it would have been natural to have had a larger presence.

Please note that as we get closer to bargaining, much of the information will be disseminated in person and not always electronically. This is so that our strategies, wants and needs do not get into the hands of the Company.

To stay in the know, come down to the Union office. Remember knowledge is power and do not believe everything you hear. There are many rumours and untruths out there.

Housecleaning

By now, many of you have heard of the latest round of “restructuring” the company has undertaken to reduce their ranks. With this restructuring we will be looking at a period of confusion as portfolios will be dumped on new people but rest assured I will hold them accountable.

They have reassured us that they do not expect to lay any of us off as they are expecting more flying with the additional aircraft they will be receiving.

We never really want to see people lose their jobs regardless of who they are and we wish them well.

Gas leak

Since the recent gas leak in a boiler near the bag room, I have had several meetings with local management – most recently today - expressing our dissatisfaction with how the incident played out.

Safety First - Always

Recently several of our members were threatened. The Company takes a zero-tolerance approach but for that to work, it must be reported. A manager may not necessarily be close by so enlist the help of your colleagues or even members of the public to be your witness and then file the report later.

In the past several weeks, there has been an increase in TEV incidents. In other bases, we have lost this work to the Local Airport Authority. Remember about a quarter to a third of our shifts have something to do with WCHR work. Therefore, being mindful of this will go a long way towards job security.

Please be mindful of the SOPs (if not, ask) and remember, there’s always another flight. There is no excuse to be cutting corners. Protect yourself!! You will never be disciplined for delays, but I can’t say the same for safety. Safety first – always is not just a slogan. We must live it.

Personal Devices

I have complained to Local Management about requiring us to sign off on the Winter preparedness plan by scanning a QR code. It’s quite hypocritical to threaten time theft for using one’s personal device while expecting us to use it for their purposes. Please protect yourself and do not have your devices out on the floor.

Partials

Please remember that Full shifts are granted by seniority, partials do not. It was brought to my attention that some members have asked for RO on days that they have picked up partials. To avoid bypass, the Company will grant the full shifts with advance RO leaving the member having to work the partial. Please have plan B's and even C's to protect yourself.

Health and Safety Committee

Members have expressed their concern about why the Union co-chair was appointed when the temporary third member was elected by the rank and file. Although both the H&S Committee and I serve the same membership, the Committee does not fall under my jurisdiction.

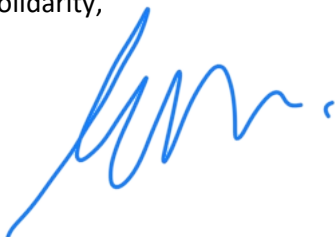
Earlier this year, the third member of the 3-person committee took ill and when it became apparent, they would not be returning in a timely manner, I requested the National to elect a vacancy until that person came back. Milisa Ang then was elected for a 6 month or less term.

The National office then instructed the committee to come to a consensus by the deadline for the co-chair for the final year of the mandate, otherwise they would be appointed by the National in the interest of the membership. Ultimately, the committee did not reach a consensus, so the National appointed the co-chair, Mickey Bains.

Solidarity

During the Proposal meetings there was much discussion about a strike. Nobody wants a strike because nobody wins in a strike. Having said that, a strong strike mandate is needed to show the Company that we mean business. A strike mandate however only comes about, late in the game. The pilots had a 98+% mandate and the Flight attendants were even higher. The flight attendants also had a no unpaid work campaign that got the public on their side. Lacking that, we need to demonstrate to the Company that we ARE united and to not mess with us. Therefore, now is the time when we must be united in solidarity.

In Solidarity,

A handwritten signature in blue ink, appearing to be 'Eric', written over the printed name 'Eric'.

Eric