



Summer 2026 Shift Bid

Firstly, I would like to thank the 4 members of the cycling committee for their dedication in cycling.

I have compiled the breakdown as follows below. The total number of full-time employees bidding is down by about 30 over last summer. The number of operational lines have not changed significantly resulting in a net decrease of relief lines. In fact, the company feels that the number of relief lines may be insufficient to cover the vacation and short term disability numbers.

By now, the tentative did list should have been distributed so I ask that you verify the accuracy of the list and submit any changes by the deadline in the email. Once any corrections are made, the actual lines will be uploaded into eBid.

| | | 2024 | | | 2025 | | | 2026 | | |
|----|-----|------|--------|-------------|------|--------|-------------|------|--------|-------------|
| FT | 4x4 | 24 | 6.63% | | 32 | 9.38% | | 32 | 9.58% | |
| | 4x3 | 176 | 48.62% | | 168 | 49.27% | | 168 | 50.30% | |
| | 5x3 | 128 | 35.36% | | 120 | 35.19% | | 120 | 35.93% | |
| | 5x2 | 34 | 9.39% | | 21 | 6.16% | | 14 | 4.19% | |
| | RLF | 97 | 26.80% | of total FT | 108 | 31.67% | of total FT | 85 | 25.45% | of total FT |
| PT | 4x3 | 53 | 91.46% | | 75 | 81.52% | | 75 | 85.23% | |
| | 5x2 | 29 | 20.73% | | 17 | 18.48% | | 13 | 14.77% | |
| | RLF | 30 | 36.59% | of total PT | 28 | 30.43% | of total PT | 38 | 43.18% | of total PT |

E&OE (Final bid list still being verified by membership.)

There are two major changes to the Bid for this summer. To align ourselves with the other A bases, those on an LOU16 temporary assignment will now bid a shift in case of the LOU ending early. This protects the employee from potentially ending up with Relief but it does come at a cost of a biddable line being removed for everyone junior to that employee.

The other major change is that I finally got the Company to agree to **Mirror Bidding**. This allows employees to bid on lines that colleagues on short term disability have bid. When the employee comes back from the leave, the person who was mirroring would revert back to the relief line that they had simultaneously bid. The company will send material regarding the mirror bidding process in the bid collateral. Please ensure you read and understand the concept before you bid. The most important thing to remember is that a relief line must be bid alongside that mirrored operational line. There is a chance that a mirror line is bid inadvertently when an operational and a relief line are in your standing bid. Conversely you may end up with your second choice if that first choice happened to be mirrored and you lack a relief.

Please read the bid collateral carefully as there have been changes. Also, for those who bid relief, submit your preferences as soon as can, in case you forget.

For those of you who may have missed the 3 membership meetings that were held this week, I will be putting the contents of the presentation online.

There has been much talk on the floor about the recently announced vacancy in Vancouver. This spring also saw more reciprocal transfers than we have seen in several years. These two factors could have an effect on your relative position on the bid list.

Let me put a couple of points to rest:

1) Aeroplan workers belonged to a different Union. Absolutely not. They have always been members of the SAME union and historically we were able to transfer between the two locations just as easily as transferring to YWG AP or YYZ Res. Since 2009 however, a fence was erected, preventing the transfer between Aeroplan locations and Mainline locations.

2) Hundreds of Aeroplan members are going to lower my seniority at the Airport. Absolutely not. A vacancy was declared for YVRAP and at the time of this writing, there were 20 people transferring to YVRAP from the system. Yes, anyone working at an Aeroplan call centre could put their names on the transfer list (starting on Jan 1 of this year) but there are just as many coming from other bases such as YYZ and YYC. Everyone is using their seniority rights to come to YVRAP as you would, transferring to other bases.

In solidarity,

Eric

A handwritten signature in blue ink, appearing to be 'Eric', written in a cursive style.