



THE AIRLINE DIVISION WILL:

- 1) Start a campaign to educate CUPE members and mobilize the public against Bill C-27 and the erosion of our Defined Benefit pension plan. This should be done in addition to any campaigns of CUPE National and the Canadian Labour Congress (CLC).

BECAUSE:

- This bill introduced by Finance Minister Moreau would give employers the option to convert Defined benefit plans to targeted benefit plans .
- C-27 allows federally-regulated employers to establish a Target Benefit plan.
- A target benefit plan is the opposite of a DB plan: benefits can be reduced at any time (even in retirement) and employers bear no risk (members bear risk in a TB plan).
- Most importantly, C-27 permits employers to seek the consent of individual DB plan members to “surrender” their claim in the DB plan (even for benefits you’ve already earned) and “exchange” it for legally-reducible target benefits in the new plan.
- C-27 also says that “A bargaining agent may consent on behalf of a unionized member if the agent is authorized to do so.” This is not especially clear language, but it’s quite possible that the intent is that employers could table a bargaining demand that all union members consent to the “surrender-exchange” described above and push the issue to lockout to gain this mass consent.
- If successful, these members’ DB pensions – both on a go-forward and retroactive tart basis – would be converted to TB pension that could be legally reduced without limit.
- C-27 largely based on controversial legislative changes that New Brunswick enacted on a provincial level in 2012. DB plans in the province have been under massive attack since, and many have been converted.

Resolution moved by: Michel Cournoyer

Seconded : Garnet Colly

SUBMITTED BY CUPE LOCAL 4092

PRESIDENT: Denis Montpetit _____

SECRETARY-TREASURER: Amy Ng _____

THE AIRLINE DIVISION WILL:

- 1) Provide funding from initiative fund to organize a 1-day conference would be to bring together relevant management, labour groups and technically qualified subject matter to demonstrate how practical solutions that currently exist can be implemented to mitigate the health risks of fume events, with little impact on operations. This would include travel and accommodation for up to five SME presenters, each local & component president, and local & component safety reps. CUPE Airline Division would cover up to one-third of the total cost of presenters and conference facilities, ***with the other two-thirds to be covered by ACPA, ALPA and other participating labour groups. The event would be conditional on obtaining this support.***

BECAUSE:

- Fume events continue to affect our membership, with lasting health consequences and little support from our medical system afterwards.
- Given the difficulty diagnosing exposure afterwards, the simplest and best solution is to mitigate exposure at its source.
- Fume events are being recognized internationally by ICAO and the WHO.
- ICAO has instituted specific guidelines for the training of airline staff into recognizing and handling fume events.
- Spirit airlines, in conjunction with the FAA, ALPA and the AFA, as well as Pall Aerospace have successfully instituted radical changes to their SOP's, Training, post event care for employees, as well as technological and mechanical components and procedures resulting in a 40% drop in long-term disability cases.
- Spirit Airlines hosted a conference for management on this issue on June 15th 2017, with Unions invited, but which was not attended by any management from any Canadian air carrier. ACPA and CUPE ACC discussed that the presentation ought to be brought North to them.
- Practical solutions exist to substantially reduce exposure to our members when fume events occur and it is our duty to open out management's eyes and demonstrate that they are feasible, as demonstrated by their continued use at an ultra-low-cost carrier.

Resolution moved by: Michel Cournoyer

Seconded by: Marc Roumy

SUBMITTED BY CUPE LOCAL 4092

PRESIDENT: Denis Monpetit _____

SECRETARY-TREASURER: Amy Ng _____

THE AIRLINE DIVISION WILL:

- Provide appropriate funding to its PAC with consultation and involvement of the OHS committee to engage, *entirely under as per the direction of those two committees*, the following groups on the topic of Fatigue:
 -
 - Membership: Webinars, Surveys, Bulletins, Education about how and when to report fatigue events.
 - Public: Coordinate with other main Unions: ACPA, ALPA, UNIFOR, IAM to run a public campaign highlighting dangers of fatigue *in all labour groups involved in aviation*.
 - Government: Reach all relevant MP's and ministers, and *follow-up*, citing and providing relevant studies and data and grilling them as to how they are allowing things to fall through the cracks.

BECAUSE:

- Although we have different roles, and seemingly different concerns, one thread links all labour groups in aviation: Fatigue.
 -
 - As flight attendants it affects us due to lower crew ratios under 1:50 which increases our workload, and involves SOP's that are challenging at best to implement when fully alert. We also are affected by duty days, limited prone rest, time zones, increased service requirements. Our pilots cope with similar concerns over duty days, sleep cycles, while ground staff often have to face harsh weather combined with intense physical labour and split shifts. At the end of the day, whether the issue is crew rest, 1:50, split shifts, reduced staffing the result is the same: we are that much closer to a critical mistake being made.
 -
 - The liberal government has signalled that it has little to no desire to repeal or even re-evaluate 1:50 legislation. We must continue the fight, but as a larger force. This requires banding together with our colleagues in other workgroups on a topic that touches us all: Fatigue.
 -
 - Proper membership engagement, follow-up and necessary work to coordinate campaigns requires releases, and advertising funding.
 - This way forward has been proposed by other major unions including ACPA, who have demonstrated a strong willingness to support cabin crew on their issues if a common theme can be found.
- Transport Canada is currently neglecting to address fatigue through regulations for all groups except pilots.



Resolution moved by: Michel Cournoyer

Seconded : Morgan McKinnon

SUBMITTED BY CUPE LOCAL 4092

PRESIDENT: Denis Monpetit _____

SECRETARY-TREASURER: Amy Ng _____



CUPE NATIONAL WILL:

1. Engage with all provincial worker's compensation boards to ensure Posttraumatic Stress Disorder is recognized as a qualifying claim within their organization.
2. Ensure and encourage that both Air and Ship Cabin Crew (Flight Attendants & cruise ship cabin crew) are added to the list of designated workers to which PTSD claims may apply.

BECAUSE:

- Cabin Crew are federally legislated, and are therefore often overlooked when creating provincial regulations.
- At least in Ontario, Cabin Crew do not qualify as "designated workers" for this protection
- Cabin Crew are often the sole providers of emergency services in onboard medical, fire, security and post-accident survival situations. Events such as onboard fires, criminal interference, crashes, and post evacuation survival are not only acutely stressful when they occur, the duration of these events may be extensive before outside support is readily available.
- The Cabin Crew work environment itself is isolating with extensive time spent on the road, away from family and work support systems.
- Given the work environment and responsibilities towards their passengers, we feel cabin crew should be considered first responders with respect to qualifying for PTSD support when required to deal with such events.

Moved : Larry Roy

Seconded: Michelle Duhaney

SUBMITTED BY CUPE LOCAL 4092

PRESIDENT: Denis Monpetit _____

SECRETARY-TREASURER: Amy Ng _____

