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Awards, Resolutions, Books Offs, 1:50, Privatization, Ground Duty & A Canada Day Lament

Dea Pasini Award for Outstanding Membership Engagement

Unions must make ongoing and concerted efforts to engage and inspire our members to **be active in and proud of our union**. Part of the pride must come from the recognition of members who make the effort to build connections, educate co-workers and communicate with colleagues with the goal of building a stronger union. With that in mind local 4092 is proud to award the first **Dea Pasini Award for Outstanding Membership Engagement** to **Marc Roumy**. For numerous years Marc has shown **interest, dedication and perseverance** in serving the membership as a whole and in keeping them informed. Marc has served on numerous committees and different functions at CUPE and has been willing to step up when the union and members have been in need. He shows up to meetings, keeps himself informed, challenges respectfully, and has been a mentor to many. His participation makes the union stronger. Thank you Marc!

Resolutions- Moved, Seconded & Carried!

Thank you to all who attended our June 22 general membership meeting. A number of resolutions for **Airline Division** and **CUPE National Convention** were passed at our local meeting in June. Click **[here](#)** to for information on the upcoming election of delegates.

Shooting Yourself in the Foot

Reduction in unproductive time – wages paid for which the Company receives no work – has always been a priority for the Company. The focus on attendance over the last few years has resulted in a members being called in for meetings, investigated and in some cases unfairly disciplined for “excessive” or “pattern” absenteeism. The Local is moving forward with **grievances on these issues**. We have also discovered that many members are taking unpaid leave of absence when ill instead of booking off, in order to avoid being caught on the absenteeism radar. **This only benefits the Company, as now you are forfeiting a right in your Collective Agreement**, a right that was negotiated in lieu of a pay increase or improvements to working conditions. Additionally, this decrease in book offs leads to the perception that the average number of book offs per employee per year is lower than it really is. This creates an **unrealistic lowered expectation** of the average number of book offs for all employees. CUPE and the Company negotiated 12 sick days per calendar year and the ability to accumulate days up to 125 in order to protect our salary and provide protection in case of illness. CUPE feels strongly that **when you are ill you should book off** and not take a leave.

Privatized airports: Will this disaster land in Canada?

The federal government owns 26 airports across Canada. The airports are privately managed by non-profit airport authorities that pay rent to the government and reinvest revenues back into the facilities. Airports are essential to travelers and our economy. But the government is now considering privatizing them. **Privatization will further increase costs** and leave Canadian airlines struggling to compete. A drop in business for Canadian airlines means job cuts, including for CUPE members. To maximize profits, airline owners will likely introduce cost-cutting measures that affect the quality of air travel and continue to place pressure on their employees' wages and benefits. Click here for more info.

The Fight Goes On!

Thanks for everyone who signed up to attend the Standing Committee on Transport, Infrastructure and Communities earlier this year. **CUPE welcomes the recent recommendation** of the

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Committee that the federal government review the current flight attendant ratio of 1 flight attendant for every 50 passengers. CUPE expects the government to move quickly on this issue. The committee's report is a follow-up to hearings held from April to June 2017 on the safety of Canada's civil aviation system. CUPE is pleased to note that committee members echoed our recommendations, which were presented at the hearing on April 6.

This brings us one step closer to reinstating the 1:40 ratio. Click [here](#) to see CUPE's submission to the committee.

Do your duty please!

A gentle reminder that the Service Director should put in **for ground duty credits** any time meal, bar or water service is provided to passengers on the ground that exceeds 30 minutes. Flight attendants are not able to do such a claim themselves, so they rely on you to follow through on their behalf.

A Canada Day Lament

Happy 150th Birthday Canada! While we celebrate the founding of our country, we should also reflect on our past, especially **our treatment of our Aboriginal population.**

50 years ago Chief Dan George delivered a powerful and prophetic speech on indigenous rights called "[A Lament for Confederation.](#)" While many of the issues he spoke of are still outstanding, there is reason for hope as First Nations have risen up in many of the ways Chief George predicted, most recently in [reoccupying Parliament Hill.](#)

Please note the **local office will be closed** Saturday, July 1, 2017.

Whether you are working or celebrating, reflecting or relaxing, have a safe and happy holiday weekend!

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