



One Clinic, Two Rallies, Social Media, Elections & Exchanges.....

SKY HEALTH EXPRESS OPENS IN T1

Finally, a walk in doctor's clinic and full service pharmacy is open in Terminal 1. Located on the level 2 catwalk on the way to domestic departures, Sky Health Express offers both walk in and appointments 7 days a week from 8 am to 8 pm. They also offer travel vaccinations. The pharmacy fills all prescriptions and offers a full assortment of pharmacy needs, from band aids to diapers, makeup, toiletries and gifts. The dispensing fee for prescriptions is a low \$9.99 and the pharmacy is open 6 am to 10 pm. Both the pharmacy and medical clinic can be reached at 1-844-759-4325 / 1-844- SKY HEALTH. Look for official grand opening specials and employee discounts in January 2016. www.skyhealth.ca

BE SOCIAL MEDIA SAVVY

There has been an uptick in members being called into meetings for postings on social media. Identifying yourself as an Air Canada employee sets you up to be called into a meeting for anything you say, anywhere on line, any time. The safest way to avoid potential discipline is to simply remove from your online profile anything that identifies you as an AC employee.

We recognize the recent ratification results are stressful to a great number of members, but legally the time for job action has passed. Anything you post encouraging or inciting a reduction or refusal of service could be deemed insubordination, which is an offence that could lead to termination.

We also remind members to refrain from posting flight numbers, crew member or passenger names, seat numbers, pairings, schedules or hotel names. Everyone- crew and clientele – are entitled to privacy and posting this type of info may also pose a safety or security risk.

On our local website under Member Resources you can find



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Office Hours

Monday - Friday:

9:00am to 6:00pm

Saturdays - Holidays:

10:00am to 4:00pm

Follow Us

Follow Local 4092:



CUPE National's Social Media guidelines. Air Canada also has a Code of Conduct and Social Media guidelines, which are accessible as you log into AcAeronet. We encourage you to familiarize yourself with these policies, as well as the policies of Facebook, Twitter, Yammer and any other social media you are using. You may be surprised what you are consenting to every time you log in, who owns your information and what can be done with it.

No one is saying that you don't have the right to express your opinion, whatever it is. But posting on the internet while identifying yourself and an Air Canada employee is the equivalent of shouting your opinion in the middle of a large crowd wearing your uniform.

You have rights but the Company as your employer has rights as well. Before you post, you need to ask yourself if the message you are sending is really the right one.

JANUARY PAY ADVANCE

Normally, the monthly advance would occur on the first of the month, and if this was a holiday or weekend, the deposit would occur the last business day prior to the end of the month.

However, because January 1 is a Friday and the pay advance must occur in 2016, you will not receive any pay advance until Monday, January 4, 2016. Please plan accordingly.

DEDUCTIONS FROM YOUR PAY CHEQUE

Lately there have been many questions in regard to the deductions that Air Canada makes, and why some members received a larger lump sum than others. First of all, everyone is in a different tax bracket, depending on how much money you earn and what province you reside in. For more information on this visit <http://www.cra-arc.gc.ca/tx/ndvdl/s/fq/txrts-eng.html>

Air Canada also makes deductions to fund government programs. In Ontario, Employment Insurance is deducted off of every pay cheque at a rate of 1.88% up to a yearly maximum of \$930.60 for 2015. If you had higher earnings at the beginning of the year, you may have reached this maximum earlier and may not see any E.I. deductions towards the end of the year.

Similarly, the Canada Pension Plan is funded by pay cheque deductions at a rate of 4.95% to a maximum of \$2479.95 for 2015, so again, if your earnings are higher, you will reach this maximum sooner than someone at a lower income rate and may see no further deductions at the end of the year.

These two deductions and their yearly limits will be reset every calendar year, so in January 2016 you may notice more money

being removed from your pay cheque.

The Wage Indemnity Program is funded by deductions of 2.3% of your salary. CUPE deducts 1.5% of your salary in union dues.

The Air Canada Pension plan deducts 4.5% for the first \$53 600 (YMPE) earned and 6% on earnings greater than this, up to \$80 000. After 35 years of service you stop contributing to the ACPP.

All of these deductions are made to fund programs and services that directly benefit you.

You can check all your deductions on your monthly pay statement. Your flight pay summary details how the Company calculated your gross pay. Both documents are available by logging into My HR.

OFL ELECTS NEW LEADERS

The Ontario Federation of Labour Convention took place at the end of November and has set a course for the next 2 years of labour action in Ontario. Delegates approved an action plan that focuses on good jobs, winning labour law reforms and fighting austerity and privatization. With all current officers stepping down, a new leadership team was elected – Chris Buckley of Unifor 222 as President; Patty Coates of OSSTF and Barrie District Labour Council as Secretary-Treasurer, and Ahmad Gaied of UFCW 1000a as Executive Vice-President. John Cartwright was re-elected as a Labour Council Vice-President. www.ofl.ca

GOOD JOBS TO

CUPE 79 has launched a new campaign called Good Jobs TO. The campaign is kicking off with radio and Facebook ads that ask people to write Mayor Tory and encourage him to act now to champion living wages, set better employment standards for city jobs, city contractor jobs, and procurement processes, create community benefit agreements for capital projects, and support efforts to strengthen provincial employment standards.

The City committed in principle to undertaking these actions when it adopted the *TO Prosperity: Toronto Poverty Reduction Strategy* a month ago. This commitment provides an amazing opportunity to move the good jobs agenda forward. Take a look at goodjobsto.ca.

\$15 + FAIRNESS FOR THE HOLIDAYS

Ontario's retail and service sector workers put in long hours, greet us with a smile and help us with our needs this holiday

season, so we wish then a \$15 minimum wage and Fairness in the New Year. Come out Saturday, December 12 at 11:30 at the SE corner of Yonge & Dundas for caroling, holiday cards and more!

UNIVERSITY of TORONTO RALLY

Tuesday, December 15 from 15:30-17:30 at Simcoe Hall 27 Kings College Circle CUPE Local 3902 is having a rally to protest the university administration reneging on some of the gains the local won during the strike last year. Show your support for these precarious and part time workers.

IYE YOUTH EXCHANGE PROGRAM

Calling all kids who like adventure and travel!

If you have passed on your enthusiasm for travel to your teenager, there is a wonderful program for you and your family- a two-week exchange program for airline families. Using their family flight privileges, teens aged 14 to 19 are matched with a youth in another part of the world and spend two weeks together in one teen's home and two weeks together in the other teen's home. It's the perfect opportunity to experience a different culture, hone foreign language skills and enhance school resumes.

IYE has been creating international exchanges for 21 years, successfully matching more than 5,300 teens around the globe. IYE helps facilitate an appropriate match, which has often resulted in life-long friendships. Teens and their families communicate directly with the match family and build a relationship prior to the exchange. Program costs consist of a \$300 application fee (fully refundable if an approved match is not located), the teens' airline passes and spending money.

Exchanges are available to: Australia, Spain, Germany, Italy, Switzerland, the United Kingdom, The Netherlands, and more. Learn more and apply at www.intlyouth.org or contact Camille Wheeler at cwheeler@intlyouth.org.

SEASON'S GREETINGS

The CUPE Local 4092 Executive would like to take this opportunity to wish you a warm, safe and happy holiday season and a very Merry Christmas.

The CUPE Local office will be open Christmas Day, December 25, 10 am-4 pm, Boxing Day, December 26, 10am -4 pm and New Year's Day January 1, 10 am -4 pm.

