



New Bus, Meetings, Smoke & Crew Rest

MiWay Route 100-Airport Express service coming soon

Starting October 29, getting to Toronto Pearson from Mississauga will be easier, thanks to MiWay's Route 100, a new weekday express service using the Mississauga Transitway. You can learn more about this new service at MiWay.ca/airport.

As Toronto Pearson continues to work towards its vision of "[Union Station West](#)," it is engaging with municipal partners and transit authorities to aggregate regional transit connectivity and demand at the airport in the near term, like this new express service by MiWay. To learn more about the need for improved regional transit and our vision for the future, go to

TorontoPearson.com/Transit.

Up In Smoke

GTAA has announced that it will prohibit the smoking and vaping of cannabis on GTAA property. Click [here](#) for more info. The GTAA will also be setting up special no tamper garbage bins for passengers to dump their weed prior to departure, as it [remains illegal](#) to transport and enter most other countries with this controlled substance.

With cannabis use, there is no consensus on a bench mark for measurement or test, nor is there a set level of THC in the blood to constitute impairment. There is also no set time length that experts agree upon between use and the offset of the high of impairment. Often impairment depends significantly on the type of drug, concentration of THC, how often the person uses, body type and general health. The method of delivery can also significantly impact impairment, as smoking delivers an instant injection of the drug while edibles can result in slower onset of impairment which may last longer.

There is also some research that suggests that THC can be stored in fat cells and reactivated in the blood stream days later during a period of high stress and adrenaline release.

We believe that impairment at work should remain the focus for any type of drug use policy, and we are in discussions with the Company and other unions about the newly released Drug and Alcohol Policy. Click here for CUPE National recommendations on drug and alcohol use workplace policy. <https://cupe.ca/management-impairment-workplace>

Until such time the policy changes, we recommend that all employees make best reasonable efforts to read, understand and adhere to the current Company policy and also be mindful of public conversation or social media posts in relation to drug and alcohol use. The legal landscape around this is ever shifting, and we don't recommend you push the boundaries to become the test case to establish legal jurisprudence. Don't get into trouble and watch your career go up in smoke.

Crew Rest, DOT and the illusive double draft

Procedures for booking crew rest or exceeding your duty period and receiving the Duty Period Overtime premium are outlined in B5.02.03.03. It is important to remember

1. Each person makes an individual decision and communicates it to the Service Director, who communicates it to Crew Scheduling. The SD can delegate this to another FA depending on workload, but generally it should only be one person communicating with crew scheduling.
2. If you opt to exceed the duty period and get the DOT premium, it only applies to the flight time credits in duty period which exceed the limitation, not the entire pairing.
3. The only way to get draft and DOT (double draft) is to be drafted for a flight first, then elect to exceed your duty period and receive DOT. If this occurs you will incur one 50% premium for draft and one 50% premium for exceeding, resulting in effect double the pay. This may also occur if you are on reserve and operate into a day off and receive the reserve RDO premium. There is no other legal way in the collective agreement to get 'double time' or double draft.

If you attempt to negotiate with crew scheduling outside the parameters of the CA the Union may be unable to enforce the terms of your deal, meaning we may not be able to file a grievance if the Company subsequently decides not to grant you the extra pay. Additionally, you could be investigated or disciplined depending on the nature of the interaction. Remember that DOT, draft, and reserve days off premium are just codes on your pairing, which can be added or removed at any time. If you can't reach the union



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Office Hours

Monday - Friday:

9:00am to 6:00pm

Saturdays - Holidays:

10:00am to 4:00pm

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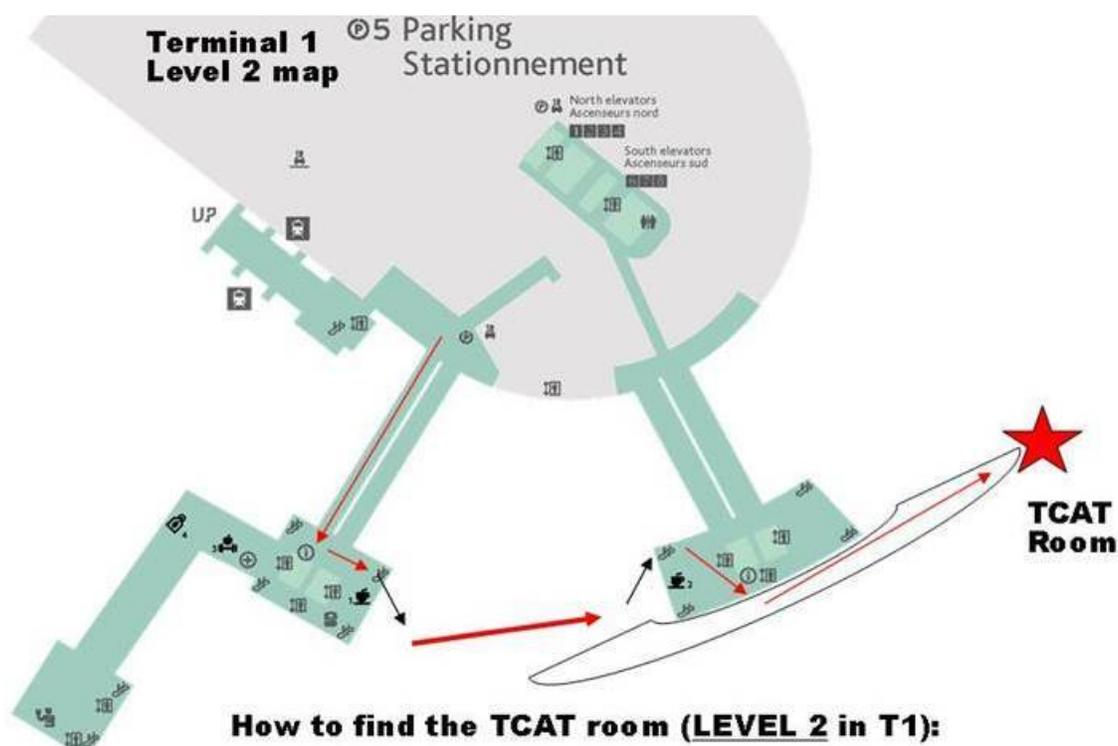
right away, there is still the opportunity to have the codes added after you return from the pairing, so if you are unsure of your rights, contact us to determine what premiums, if any, you are entitled to.

Local Meeting this week!

The Canadian Union of Public Employees Local 4092 would like to invite you to come out to your first local membership meeting that will be held **Thursday, November 1, 2018 at 13:00 in the TCAT room at Terminal 1**. This is your chance to see your local union in action. It is a time for local officers to report on work being done on your behalf, through committee and executive officer reports. This is **your** opportunity to bring forward any work place issues you have, ask questions, receive information and provide feedback to the union. Come participate in the union, we want you there! The local membership meeting is an informal way for you to connect with your local officers and voice your concerns. Feel free to come in uniform if you are on duty or bring your kids if it is your day off.

There will be an official agenda and minutes will be taken so that your union executive can follow up on concerns raised. Pizza and refreshments will be served.

The meeting will take place at in a convenient location right inside Terminal 1 in the TCAT room.



Your local is open to serve you Monday - Friday 9-6pm and Saturdays and holidays 10-4 pm. You can call us at (905)676-4293 or email office@local4092.ca. Also, our website has a lot of useful information, check it out at www.local4092.ca.

And if you haven't already, grab a printed copy of the Collective Agreement in the comm centre or download it to your device as a PDF at http://www.local4092.ca/media/Collective_Agreement_between_Air_Canada_and_CUPE_Effective_April_01_2015.pdf

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