



Pay Errors & Outstanding Payments

We would like to give you an update regarding the pay errors and outstanding payment questions we have received.

Inactive Members

Generally, when you are inactive (including, LOA, CEWS or layoff) you are not paid any outstanding claims, expenses or wages, as receiving any payment may interfere with benefits you are receiving through WIP, WSIB or Government programs. You may see your claim marked as approved or processed but it is held in 'staging' and is normally paid on the first pay back to active duty. This is a normal Air Canada process to ensure that the Company does nothing to interfere with your receipt of benefits from a third party plan.

You do have the right to request payment for these claims on a separate pay check. If you do make the request it is your responsibility to ensure that receiving this money does not interfere, reduce or disqualify you from the benefits you are receiving. Once paid, you cannot withdraw or send back the payment.

Vacation

Vacation is awarded for you to bid on in the spring, with the assumption that you will be working the entire vacation year from May 1 to April 30. Vacation reconciliation takes place at the end of the vacation year, meaning that all members have their vacation reviewed to ensure that they were entitled to all of the vacation they were given to bid on the previous year. Sometimes members who are absent for part of the year are required to pay vacation back or sometimes the Company owes a member vacation days or payment. Since we had over 8000 members last year, you can imagine this is quite a lengthy process.

We are aware that there are a number of members whose vacation in April and May was postponed due to CEWS and are now on layoff, and would like to have the outstanding vacation paid, however we do need to give Planning the time to complete the reconciliation to ensure that everyone gets the correct amount. We are aware that the Company has said that these payments will likely take place in the Fall and have brought your concerns about the lateness to them. We will continue to advocate for a more timely payment.

April 1 2% Raise

Some 3000 claims need to be processed to ensure that everyone who had flight time credits during the first few days of April (March block month) received

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(Apr & May only)

10:00am to 4:00pm

the 2% pay raise. We have been advised that most of these have been processed and you should receive payment shortly. There is no need to submit a pay claim.

SD flying as FA in May

While your flight summary may show you being paid at Assistant Purser rate, you will notice that your pay was all manually adjusted to FA rate as noted in the "DIARY" section at the bottom of flight summary pay statement.

This was an error and Payrolls will be recalculating the May block at the applicable Assistant Purser rates for these individuals. They are hoping to have this completed by the end of next week. There is no need to submit a pay claim.

Missing Per Diem and Pay Adjustments

The Company is aiming to try for a mass off-cycle payment at the end of June/beginning of July for outstanding items for those who are not active. Active employees will see the adjustments applied to the July 17th pay cheque.

We understand that many of you are frustrated with these errors and delays. CUPE is working hard with the Company to ensure that all claims are submitted, processed, approved and paid in a timely manner. We understand it has been challenging for you in these uncertain financial times. Please remember that all departments in the Company, including Records, Planning, Pay Roll and Labour Relations have also seen layoffs. Let's be kind and patient with each other. We are all in this together.

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