



**Latest news:** The Local has been advised that Pearson Airport will be requiring face masks in all areas of the airport beginning June 1st.

**Review: SD vs FA bidding and pay**

As a result of projected surplus crew, the Company has indicated in the bid package that a number of service directors should bid both in the Service Director and Flight attendant classification. As this has not happened in a number of years, we would like to review with you the relevant collective agreement articles that will be applied.

If you need assistance with bidding, email [pbsyyz@gmail.com](mailto:pbsyyz@gmail.com).

The number of surplus crew is determined using the master seniority list, which includes both FAs and SDs. The Company projects an estimate of the number of Service Directors needed, and the most senior SDs will be awarded a block or reserve as an SD, while the rest will be assigned as FA.

If you are a SD you cannot "bid down" or volunteer for an FA block, even if it means you are on reserve as a SD.

**IF YOU ARE AWARDED AN SD BLOCK ;**

You will continue to operate as an SD for the entire month and earn flight time credits based on the aircraft type operated. Vacation and minimum guarantee credits will also be based on the rate of pay for the aircraft flown during the month. **Where more than one type of aircraft is operated in the block month or awarded using PBS for that block month, vacation pay and MMG will be calculated using the formula outlined in article 5.11.01 Note.** If there are changes to your schedule (voluntary extension, reassignment, draft, reserve changes, etc) you should only be assigned to the SD position.

You may be reclassified down to an FA only as a last resort, if there are no FAs available to operate that particular flight /pairing. This means that the Company must have exhausted the drafting of all available FA's prior to reclassifying an SD down to FA. Nevertheless, if this becomes necessary, the SD will be paid at the lowest aircraft rate in effect that month.

**IF YOU ARE A SD AWARDED A FA BLOCK:**

Those more junior SDs who still have the seniority to remain active but not enough seniority to operate as a SD will be reclassified to FA for the entire block month. You may be assigned a block or reserve, depending on your seniority in the master seniority list.

When you are a SD assigned to the lower classification of FA for the entire block month, you will be paid assistant purser rate.

Because you are assigned an FA block, any changes to your schedule (voluntary extension, reassignment, draft, reserve) should also be assigned as an FA.

If there are no SD's available to be assigned to a pairing, you may be assigned as an SD but only as a last resort. This means the Company must have exhausted the drafting of all available SD's prior to reclassifying an FA to SD.

If you or anyone operating as an FA is reclassified to the SD position for 25 flight time hours or more in one block month, then all the flight time credits in the block month must be paid at the SD rate **for the aircraft operated.** (If the 25 hours were operated on narrowbody, then all the flight time credits in the block month will be paid at the 3rd year rate).

For more information see the Collective Agreement Article 5.03, 5.11, 5.12, 8.09.03.01 & 8.09.03.02 of the Collective Agreement.



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**Office Hours**

**Monday - Friday**  
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**Saturday - Sunday**  
(April/May 2020)  
10:00 to 16:00

We continue to work hard on your behalf here at the Local office during these difficult times. Thank you to all who have sent us their well wishes, please continue to follow the local and component bulletins and reach out should you need assistance.

***Wishing you all good health,  
The Local4092 team***

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