

Award Highlight #1

April 09, 2013

Article 16- Hours of Work

16.02 (e) – Shift Cycle Optimization:

Before beginning the process of optimization the company **must first consult with the Local union branch.**

This was a union demand and the significance of this gain is to ensure the company is considering all options available, such as balancing or placement of new checkout, before beginning the disruptive process of optimizing a unit.

16.04 (e) – Short Change Rules: The parties agreed to make the short change rules (72 hours between) permanent after a successful trial during the previous collective agreement. **No changes to the rules were made.**

16.05 – Shift Exchanges: A union demand allowing day for day exchanges with his/her own scheduled shift **without first working on the day of rest.** This now allows for more flexibility for D4D with self in that members can now take a day off before working the payback shift

16.08 – Non Operational Employees – Hours of work: The union and company agreed to make permanent the provisions of LOU 2011-05 which allowed Non Operational hours of work to be averaged over 365 days and allowed for the use of the compressed work week. The contents of the LOU have now been incorporated into Article 16.08. Additionally the company agreed to CATCA's demand to **remove the need for NAV Canada to recover up to 50 minutes per a statutory holiday while on the compressed work week.**

Article 22 – Shift and Weekend Premium

22.01 – Midnight Premium – Effective April 1, 2013, the midnight premium will be **increased from \$17 to \$20.**

During this round of bargaining, the union had a major interest in addressing the abnormally high number of midnight shifts some members are required to work. The panel accepted our arguments and awarded a midnight shift premium multiplier.

Effective October 1, 2013, for all midnight shifts worked in excess of 45 in the 12 month period from April 1 to March 31 the member will be compensated 1.25 times the midnight premium. Under the new collective agreement, a member will receive \$25 per shift in excess of 45 midnight shifts in the 12 month period.

We have requested clarification of the October 1, 2013 implementation date and will communicate the results when received.

22.03 – Weekend Premium: – Effective April 1, 2013 the **weekend premium increases from \$1.25 to \$1.75 per hour.**

On behalf of the contract committee,

Greg Myles President

Doug Best Executive Vice President