



ATTN ALL MEMBERS

On Thursday December 8, 2011 the Company decided after a long stretch of negotiations that they were going to impose a vacation bid. They had posted a bid that was to start on Wednesday December 14, 2011. After discussions today it has been decided that the **BID THIS UPCOMING WEEK WILL BE POSTPONED.**

We are going to address the need to bid vacation in the following manner:

1. We are going to bid the first six weeks of the year by written bid. The deadline to submit your written bid will be December 20, 2011. You will need to place a proxy bid by using your highest applicable choice. (First choice, second choice, third choice, fourth choice or fifth choice) Keep in mind that all blocks were gone January through April coming out of the first round last year. The members that submit their highest applicable choice that can hold the chosen block will be awarded it the week of December 20, 2011. If you are awarded a block using your first choice then you will not have a vacation bid in the first round. We will use the written bid sheet as the proxy bid sheet.
2. The rest of the year will be bid the week of January 9, 2011 with the posting being posted no later than December 28, 2011.

The shop committee has been having ongoing discussions over the last few months over the number of blocks proposed by the company in the early part of 2012. The shop committee is very disappointed in the Company proposal as it is a significant reduction in blocks. The Company maintains that the reason for the reduction in the LSA blocks is due to being short leads. The Company is forcing the blocks on us as we couldn't come to an agreement. We are going to challenge this by the means availed to us in the CBA.

The shop committee would like to thank the membership for their ongoing support in this matter. We will have updates next week as they come available.

In Solidarity,

Keith Aiken

Ryan Wick

Kent Yanciw

Calgary Shop Committee December 9, 2011