

Backfill Rule Change Results



Hello all Members,

Before giving you the results of the vote regarding the proposed backfill changes I would like to take some time to explain the history of the backfill. I called the various Shop Committees across the country when I investigated how other bases handled the backfill process and what I found out was intriguing. I wanted to present this history to all of you for a better understanding of how this process originally existed. This is what I found out.

In the early days of the airline when it was a much smaller group of people they would write on a bid sheet what shifts they wanted in order of preference. For example, if you were #5 to bid you would write down your top 5 choices of shifts that you wanted on the bid sheet. The Company would then hold onto your bid sheet and if somebody ever vacated a shift for more than 60 days they would then go to the sheets and find out who was the eligible for the backfill. If you are #5 and wrote down 5 choices and you received your fifth choice as your shift that would equate to 4 shifts you had the potential to backfill because 4 senior people took those options away from you. This was the premise of the backfill.

As time went on and bases became larger they strayed from doing it with the paper sheets and created other forms of doing it. For example, YYC adopted a backfill book instead of having loose sheets of paper floating about. YYZ and YVR adopted mini-bids because of the sheer volume of their membership. YWG and YEG still do it the old way with the bid sheets. It was not a standard across the system.

In the Collective Bargaining Agreement it states in 10.01.03.02 ,” a) The employees be afforded an opportunity to indicate their **shift preference** by **shift starting times** up to twice a year.” Also in article 16.01 are the principles of seniority which state, “Seniority shall be based upon the principle of preference consideration for employees with long service.” These two statements are met on bid day when you, the employee, select the shift preference and shift starting time of your choice. It is also met with job security as the most senior are last to be laid off and those laid off with seniority have bumping and recall rights. This was the spirit of seniority.

Ideologically, I have deep concerns with straying from the path of the rules we held with our backfill process. The idea of the Union was to create an equitable way of life for all the workers at a workplace. The idea of simply creating it based on seniority no longer makes it equitable and only makes it ideal for a small percentage of people. This goes against the very fabric of why the Union started. It was to create a better environment for **all** not just the top 5% of the membership.

I am a strong believer in the Democratic process which is why the Shop Committee sanctioned this vote to the rule change. The final result of the vote was 110 people making their voice heard. 64 members signed their name for the change. 46 members signed their name against the change. The rule will no longer apply meaning any person may now backfill any shift. Thank you for coming out to vote and making the process work.

In Solidarity,
Ryan Wick
YYC Shop Committee