



AIRLINE LOCAL 2002
www.caw2002tca.ca

Webb Communicator

Vol. 1, No. 2

Your Union Representatives
are as follows:

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Your District leadership held our quarterly meeting on Friday, February 26th. Your District 370 Representatives at WEBB are pleased to provide you with our second newsletter, Webb Communicator.

We would like to thank everyone at WEBB for signing the union cards and updating their mailing address. If you have not yet signed or updated your current information please contact one of your Union Representatives.

Congratulations to Jim Azucena for providing us with your feedback requested in our first quarterly newsletter published last December. Jim requested we provide the bargaining unit with information on the short term disability income benefits. Information regarding the STD benefits is addressed below. Jim will receive a CAW Local 2002 long sleeved t-shirt.

Current Business

Benefit Booklets

We have had a lot of people ask us about Short Term Disability. The following are just some of the more important facts on the plan;

- **Waiting period**

→ For injury there is not waiting period, however if you are sick there is a 7 day waiting period before remuneration begins. If you are hospitalized or have day surgery, benefits will begin on the day you are hospitalized or have day surgery.

- **Maximum Benefit Period**

→ 26 weeks

- **Amount**

→ 66 2/3 of your weekly earnings to a maximum of \$1,000

- **Eligibility per GWL**

→ You are not considered disabled if you can perform a combination of duties that regularly took at least 60% of your time to complete. Please refer to page 13 of your booklet

A number of members have told us about their negative experience when dealing with Great West Life. If your claim has been denied, you have twelve months to appeal. Should you require assistance with the appeal process please contact your representative. WEBB recently distributed the new benefit booklets. If you have not yet received your copy, please contact your CSA or supervisor. As members pay the entire cost of STD coverage as such benefits are not taxable.

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Attendance

The Employer is cracking down on attendance related issues. It is worth reading the company's memo entitled "Attendance" which is posted in the control room. As workers what have to comply with the employers request for doctor's notes. However, we contend that the memo is in part unreasonable. If you find yourself in a position whereby you are required to provide a doctor's note and your attendance has not been previously addressed by the employer or who does not believe malingering (a repetitive pattern) with their absenteeism has occurred, please contact your union representative.

Health and Safety News

Please be advised that the Joint Health and Safety Committee has developed a new health and safety concern form. The goal of the form is so that we can better address any health and safety issues which may arise in the workplace. Please provide as much detail as possible so that we can come to a quick and effective resolution. Note, these forms will be documented and kept on file for future reference. The new forms are located on the health and safety bulletin board and once completed may be handed in to your health and safety representative.

The next joint health and safety committee meeting is scheduled for March 23rd.

Duty to Accommodate

Employers and unions in Canada are required to make every reasonable effort, short of undue hardship, to accommodate an employee who comes under a protected ground of discrimination within human right legislation. The employer

must accommodate up to the point of "undue hardship". The employer must show that its attempts to accommodate were serious, conscientious, genuine, and demonstrated its best efforts. Once the employee has established a *prima facie* (on its first appearance, or at first sight) case that he or she has a mental or physical disability that requires employment accommodation, the burden then shifts to the employer to prove that every reasonable effort was made to accommodate the employee's disability. In a series of important decisions that began in 1985, the Supreme Court of Canada has said that:

- Accommodation is a significant human right obligation, and must be a central feature in the Canadian workplace.
- The duty rest on three sets of shoulders, with *employers, unions and the employee seeking the accommodation* all assuming legal responsibility for ensuring the success of an accommodation request.
- The primary responsibility rests with the employer, because it has the ultimate control over the workplace. Once it receives a request, it must initiate the accommodation search.

It is imperative that you contact your union representative if you are requesting a modified or permanent duty to accommodate. Note, the employer has a duty to accommodate, and the union has the duty to represent!

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Haiti still needs help

A variety of aid organizations continue to appeal for donations in order to facilitate relief operations in Haiti. Your local leadership encourages the WEBB membership to donate. On January 15th the Executive Board of Local 2002 posted the following bulletin on our web site;

“Most of us have heard or seen the reports about the catastrophic earthquake that shook Haiti only days ago and has devastated this already impoverished nation. Humanitarian aid is required immediately.

In response, The CAW has called on all local unions to make a donation to assist the people of Haiti during this most difficult time. The National Union will match donations up to \$250,000 through the Social Justice Fund. The Executive Board of CAW Local 2002 has unanimously agreed to donate \$10,000 to this Fund.

We would like to express condolences to everyone affected by this disaster.”

If you have any concerns, or if you would like something in particular added to the next newsletter, please send your ideas via email to any one of the Reps. The next leadership meeting is scheduled for May 31st.

To further inform yourselves with up to date information, we encourage all members to continue to visit the CAW Local 2002 web site regularly. This user friendly web site is updated daily.

<http://www.caw2002tca.ca>

In Solidarity,

Chuck Doyle – Crew 4, Chairperson, District 370
Graham Jardine – Crew 1, Vice Chairperson
Zach Johnson – Crew 2, Vice Chairperson
Rick Doyle – Crew 3, Vice Chairperson
Mike Dyl – Health and Safety Representative
Spiro Vella – Health and Safety Representative
Ashley Watkins – Executive Assistant, East