



# International Association of Machinists and Aerospace Workers Local Lodge 16

January 18, 2022

Dear Members,

Re: Winter Shift Bid:

There will be communication from the employer on a winter 2022 shift bid.

The upcoming shift bid is the employers shift bid and not supported by the Union.

We raised concerns on the rest day patterns, compressed shifts, and start times in PBS/HBS/NPSV.

To be fair the employee did make some minor changes and committed to creating additional lines as more members return to work and complete SOF.

The employer raised concerns with the number of employees on medical leaves etc and the number of books on the weekends. They feel that this is the coverage they need until the summer 2022 bid.

During the pandemic the employer has put out numerous communications "Please stay home if you are feeling unwell and continue to follow health guidelines". It's very unfortunate that during a pandemic with the challenges our members continue to face that there would be little to no consideration or empathy given to your work life balance.

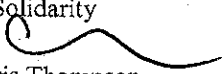
The employer advised they would have designated PCSO lines on the bid, which we advised would be a violation of the CBA and accordingly the Union will be filing a grievance on the violation

It's important to remember the circumstances and challenging conditions we are in and to not become frustrated with and blame each other. We need to help and support each other more. The employer has made their priorities clear and it's not in the best interests of workers.

When it's your bid time, please bid.

Remember to always work safe.

In Solidarity

  
Chris Thompson

Chief Shop Steward