

## Vacation Scheduling Fiasco

Brothers and Sisters,

The Union Hall has been receiving many complaints that the company is not scheduling vacations for 2016 properly or is imposing too many restrictions on how and when vacations can be scheduled.

Some examples of these complaints are:

- Crew's first round of vacation booking not completed by December 1<sup>st</sup>, 2015, as per the CLA.
- Not being able to book full vacation entitlement for the year, including 2015.
- Being asked to fill out a sheet with all vacation choices for all vacation scheduling rounds at once.
- Not being permitted to book more than three consecutive weeks' vacation outside preferred period (or in combination with weeks at either end of preferred period).
- Limiting the number of employees allowed off at one time to below traditional levels.
- In first round, offering vacation to employees with credits, then to most senior employees, even if these same employees already used credits (double-dipping). After employees with credits have booked, vacation should then be offered, by seniority, to **remaining** crew members.

In order to challenge the complaints outlined above, the Union is advising the membership to do the following:

1. If your crew did not complete the first round of vacation scheduling by December 1<sup>st</sup>, please ensure this information is passed onto a shop steward and a group grievance is filed.
2. If you were not given the opportunity to book all of your 2015 vacation entitlement by the end of the year, have an individual grievance filed.
3. If you were not permitted to book more than three consecutive weeks, as outlined above, even though the time was available, have an individual grievance filed.

Group or individual grievances will be used to support general application grievances filed from the Union Hall.

It is becoming more and more apparent, that as the company continues to move the goalposts with regards to vacation scheduling the Union must use the information it receives from the membership of real examples of vacation scheduling issues to formulate enforceable ground rules with regards to vacations in the next round of bargaining.