



Local 5454 – Section Locale 5454

Representing Canada's Air Traffic Controllers - La voix des contrôleurs aériens du Canada

February 1, 2010

TO: REGIONAL VICE PRESIDENTS
BRANCHES AND FACILITIES

Update on Collective Bargaining Initiative: Job Sharing

We are continuing to develop a job sharing program for operational controllers. This initiative is being led by Peter Duffey RVP Central Region for CATCA. Following are several of the issues encountered to date.

Most job sharing agreements that have been researched to date are found in companies that have Monday to Friday, 9 to 5 type workers. Other arrangements are in companies where positions are being eliminated and job sharing becomes a way to minimize the impact of unemployment. Job sharing arrangements between full time employees in a shift work environment are rare.

Overtime presents a unique challenge. If two members share one position, what would their availability be for overtime? If you work half the regular hours of a full time worker, would any hours in addition to that be at the overtime rate? In that case, you could work the same amount of days as a full time employee but because your second half of work days would be at double time, your salary would be substantially more.

Programs such as LTD, MOS, DI and life insurance all need to be addressed. For example, life insurance is based on your annual salary. What would happen to someone who has worked 20 years paying full premiums and then opts into a job sharing agreement only to pass away 2 months into it? What would that person's death benefit be? Would it be based on 100% or 50% of their salary? These are issues that need to be discussed with the insurers. Pensionable service and seniority issues also need to be addressed.

There are many other areas of our collective agreement that need to be carefully considered. What happens if there is an optimization during someone's job sharing term? How would the people on job sharing select a new cycle and how would seniority be determined? All clauses of the collective agreement must be carefully examined.

A draft proposal of a framework has recently been presented to NAV Canada. We are currently awaiting a response. There will no doubt be a lot more work to come on this initiative as it is very complex.

Efforts are ongoing to determine whether or not these and other complex challenges can be solved to the satisfaction of all parties. We will continue to update you as progress is made.

In solidarity,

Greg Myles
President

Doug Best
Executive Vice President