



Kitchener Office
5 Executive Place
Kitchener, Ontario N2P 2N4

UNIFOR
theUnion | lesyndicat

Bureau de Kitchener
5 Executive Place
Kitchener, Ontario N2P 2N4

Jerry Dias
*National President
Président National*

Renaud Gagné
*Quebec Director
Directeur Québécois*

Robert J. Orr
*National Secretary-Treasurer
Secrétaire-trésorier national*

TO: ALL ONTARIO BTS LOCALS AND NATIONAL REPRESENTATIVES

January 18, 2019

Sisters and Brothers,

Re: Union Memo – BTS Weekends Off

Over the past few weeks we have been receiving calls regarding the number of Saturdays that a RFT3 can work in an eight week schedule in relationship with vacation weeks. We thought it best to clarify in a memo to everyone and dispel any contradictions being raised or applied.

The first thing to remember, as per article 16.02 e) iii , the language sets a limit on the number of weekends that an RFT3 can be scheduled to work. The confusion seems to be that some members are looking at the language backwards and think they have two guaranteed weekends off out of eight weekends. Further thinking that if they have a weeks' vacation in an eight week schedule that they are now entitled to four weekends off. This is not the case.

When the member has vacation in the schedule as per Article 19.11, a weeks' vacation includes the weekend before and the weekend after. If as an RFT3 employee if you take 1 weeks' vacation in an eight week schedule the company if required can still schedule you six out of eight weekends, remembering that the language in 16.02 e) iii does not guarantee a number of weekends off, it stipulates a maximum number you can be scheduled.

As an example, if an RFT3 employee takes two weeks of vacation in a row, the maximum number of weekends would be reduced to five out of eight since the back to back vacations introduce an extra weekend off as a result of the rules under Article 19.11. If the employee takes two weeks of vacation that are separated in the same eight week schedule then the number of weekends the company can schedule them is reduced to four out of eight weekends. This rule does apply to all RFTs with respect to possible weekends schedule under Article 16.02 e).

We hope this clarifies the questions raised by members. Have a safe and happy holiday season.

In solidarity,
The Bargaining Committee

Shawn Cowan, Unifor Local 43
Jim Fling, Unifor Local 34-O
Jeff Mark, Unifor Local 47
Colum Lynn, Unifor Local 1996-O

And

Tyson Siddall, Telecommunications Director

cc: Mireille Bergeron, BTS
Laura-Lee Hamilton, BTS

TS/kw:cope.343
Page 2