

Equalization Calculations						
Station:	YYZ				Days:	203
Bid Start:	12-Jul-20				Bid End:	30-Jan-21
Cycle Type	Cycle Name	Working Days	Paid Hrs	Hrs/Day	Equalized By	Paid Out
4x4	F1	101	11.417	5.708	-5.71	Employee Owes
4x4	F2	102	11.417	5.708	5.71	Company Owes
5x3	V1	126	9.083	5.677	-7.95	Employee Owes
5x3	V2	127	9.083	5.677	1.14	Company Owes
5x3	V3	128	9.083	5.677	10.22	Company Owes
5x3	V4	128	9.083	5.677	10.22	Company Owes
5x3	V5	128	9.083	5.677	10.22	Company Owes
5x3	V6	127	9.083	5.677	1.14	Company Owes
5x3	V7	126	9.083	5.677	-7.95	Employee Owes
5x3	V8	125	9.083	5.677	-17.03	Employee Owes
4x2	D1	135	8.500	5.667	-2.83	Employee Owes
4x2	D2	135	8.500	5.667	-2.83	Employee Owes
4x2	D3	136	8.500	5.667	5.67	Company Owes
5x4	N1	112	10.250	5.694	-7.97	Employee Owes
5x4	N2	113	10.250	5.694	2.28	Company Owes
5x4	N3	114	10.250	5.694	12.53	Company Owes
5x4	N4	115	10.250	5.694	22.78	Company Owes
5x4	N5	114	10.250	5.694	12.53	Company Owes
5x4	N6	113	10.250	5.694	2.28	Company Owes
5x4	N7	112	10.250	5.694	-7.97	Employee Owes
5x4	N8	111	10.250	5.694	-18.22	Employee Owes
5x4	N9	111	10.250	5.694	-18.22	Employee Owes

Unifor Equalization Overview

**From the 2011 Air Canada & CAW Collective Agreement:
6.14.04**

EQUALIZATION - When a full-time employee moves from one work schedule to another, they will work all shifts as scheduled. The company will calculate the originally scheduled work hours within the last schedule. Employees will be debited or credited at straight time for any hours that are in excess of or less than the standard work week as defined in Article 6.01.01

NOTE:

If an employee's schedule has too many consecutive days, they may request to take under time. Requests will be granted based on operational requirements and will supersede the regular RO process.

Consideration for too many consecutive days will be based on:

4x4 or 4x3: More than 6; 5x4: More than 7; All others: More than 8;

Explaining the Equalization Process

Certain leaves/absences are not to be calculated when equalizing employees. The duration of the leave(s)/absence(s) is to be excluded from the equalization calculation. The following exceptions are to be excluded: **GDIIP, LOA without pay, Maternity / Paternity Leave, Compassionate Care.**

Relief employees are equalized against their base bid cycle. The bid cycle is used to calculate the hours required to work, which is then compared against the actual hours worked for the duration of the bid. Relief employees will receive their equalization calculation within 1 week after the bid implementation.

All Part Time employees are not equalized using this process.

Any bid employee that is owing the Company hours as a result of equalization, may request to work additional hours by sending an email to yyzresource@aircanada.ca. The request must be made prior to the bid implementation date. The additional hours will be worked at a time that is suitable for operational requirements and the employee. The additional hours will be scheduled within a 2 week period from the bid implementation date. Any relief employee owing the company hours may request to work additional hours as well. These hours must be scheduled within 1 month of the employee receiving their equalization calculation.