

August 28th, 2024

BTS Communication Re: Company position on Bill C-63 (24 hours notice of shift change)

Sisters and Brothers,

As your Union Bargaining Committee, we believe it is crucial to keep you informed about recent developments regarding Bill C-63 and the company's stance on shift changes for our regular part-time technicians (RPTs).

Bill C-63 clearly stipulates that employers must provide employees, subject to certain exceptions, with a 24-hour written notice of any shift change. This is designed to protect workers' rights and ensure fair treatment in the workplace. However, the company has recently communicated its position that our RPTs are, in their opinion, "on call" due to shaded days and the fact that they currently have only 16 hours per week of guaranteed work.

Let us be clear: this assertion is a pathetic attempt to undermine the rights of our regular part-time technicians. By categorizing RPTs as "on call," the company is trying to sidestep its responsibility to provide proper notice before making any changes to shifts. This position not only contradicts the spirit of Bill C-63, but it also jeopardizes the job security and predictability that our members deserve.

We are **NOT** going to accept this unjust interpretation of the law. Our regular part-time technicians are integral to the operations of BTS, and their rights must be respected. The notion that having 16 hours of guaranteed work somehow diminishes the need for proper notice is fundamentally flawed. Every employee, regardless of their guaranteed hours, deserves to have their schedule managed in a fair and reasonable manner.

As we move forward, the Union Bargaining Committee is committed to challenging this position and ensuring that the rights of our members are upheld. We will be actively engaging with the company to advocate for our RPTs and to reinforce the importance of adhering to Bill C-63. Your voices are stronger together, and we encourage you to stand united in support of your rights.

We will keep you updated on our progress and any further developments regarding this matter. In the meantime, if you have any questions or concerns, please do not hesitate to reach out to us. Together, we will ensure that our rights as workers are protected.

In solidarity,

Jim Fling
Mike Snell
Clayton Nunn

Local 34-O
Local 30-O
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