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**GENERAL COMMITTEE OF ADJUSTMENT – BOMBARDIER DIVISION 660
- Shop & Rail -**

December 29, 2012

Brothers and Sisters of Division 660

The next General Ad will be initiated on January 6, 2013. The union has concerns that there is a general lack of understanding among our newer members as to the function and importance of your Blind Bid on file. Also, as many of our more experienced members change their jobs, a large number of Blind Bids on file remain unchanged. Consequently, many jobs which are listed have not been adjusted to accurately reflect people's choices.

There is a brief summary at the end of memo, however; every member should read through the entire memo and gain understanding of the importance of the Blind Bid system and why you need to keep your bids updated.

Please pay attention to the following information:

- The Blind Bid Form is divided into three (3) sections. The top two sections refer to "Permanent Vacancy" (permanent vacancy is collective agreement language referring to a job no one occupies).

*Please see Art. 4, clause 4.12, Page 50 in your Collective Agreement for definition.

- The bottom section refers to "Temporary Vacancy" (temporary vacancy is collective agreement language referring to a job which is occupied by someone but they are temporarily away).

*When submitting your form, please leave the "**Temporary Vacancy**" section on the Blind Bid form blank. This memo deals with the permanent vacancy section only.

**Please see Art. 4, clause 4.11, Page 50 in your Collective Agreement for definition.

PERMANENT VACANCY SECTIONS

“Preference of Work” section

When regarding the “Preference of Work” section, you should assess your level of contentment with your assignment.

If there are jobs which you **prefer** to the one you **now** occupy, the preference of work section is where you write down what you prefer **in the order of preference**.

If you’re on your dream job, the “Preference of Work” section should be left blank. By leaving it blank you are in effect saying, “I don’t want to move”. Conversely, if you hate your job, list every job you’d rather be on in the “Preference of Work” section from your dream job to the one that you regard to be only marginally better than yours.

If any of the jobs you have listed in the “Preference of Work” section are permanently vacated (meaning another employee has left the assignment for whatever reason and are not returning to it), and if your seniority is sufficient to be awarded the job you will **automatically be place on that assignment**.

You don’t need to put the job you now occupy in the “Preference of Work” section, but if you’re filling it out correctly it should be at the end of the jobs you list.

“Preference of Work (Only if Displaced)” section

This extremely important section protects you **if you get bumped**. Everyone except the most senior person should have jobs listed in this section.

* Please see Art. 25, clause 25.1, page 78 in your collective agreement listing the condition(s) that must exist for someone to be bumped from their job.

It’s important that a list of jobs you may not like as much as the one you own be listed in preferential order in this section.

The procedure if you are bumped in accordance with Art. 25, clause 25.1, page 78 of the collective agreement is as follows:

- The Crew Dispatcher will first look at the “Preference of Work” section in case your seniority entitles you to any of your preferred jobs listed.
- If you don’t stand for any jobs listed in your “Preference of Work” section, the Crew Dispatcher will then look at your “Preference of Work (Only if Displaced)” section, go down your list to the 1st job listed that your seniority entitles you to and **automatically place you on that assignment**.

If you’re bumped, the chance that your seniority entitles you to a job in your “Preference of Work” section is minimal. Consequently, it is essential that jobs of less preference are

listed in your “Preference of Work (Only if Displaced)” section, so you have a place to go.

If you’re bumped and there is no place for the Crew Dispatcher to place you, either because you left the “Preference of Work (Only if Displaced)” section blank or there was no one junior to you on the jobs you listed, the Company has the ability to place you where you’re needed. **You lose your choice!**

It should go without saying that you want to put some, or at least one job in the “Preference of Work (Only if Displaced)” section which are occupied by someone junior in seniority, or the consequence will be the same as if you had left the “Preference of Work (Only if Displaced)” section blank.

I find it helpful if I question myself immediately after I change assignments (whether by General Ad or a result of my Blind Bid), “does my Blind Bid on file accurately display my choices **at this point in time?**”; if not, I update it.

I hate to see our members needlessly forced to a job that doesn’t suit them merely because of an oversight. Those of you who have been caught short can join me and attest that your Blind Bid submissions enormously affect your personal working life.

Please pay attention to it.

Summary

- Submit your Blind Bid form – it is the mechanism that gives you the choice as to the jobs you work.
- Under “Preference of Work” section list your preference of work in the order of most to least preferred jobs – these are jobs that you prefer to the one you currently hold
- If you love the job you are on, leave the “Preference of Work” section blank – this means you don’t want to move
- Fill out the “Preference of Work (Only if Displaced)” section. These are jobs you want only if you get bumped from the one you are on.
- As your situation and/or other jobs change, pay attention and be sure to keep your blind bid list updated.

Fraternally,



George MacPherson Local Chairman Division 660