

WE'RE READY

to grow our voice at work.

BORIS FOR VP YYZ BASE

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Key personality traits :

- Dynamic
- Great listening skills
- Go getter attitude
- Good sense of humor
- Natural leader
- Proactive
- Team player
- Effective communicator
- Strong organizational skills
- Patient in helping others to succeed
- Solution driven
- Accessible
- Motivator
- Works well with minimum supervision
- Great influencer

I am an instrument of positive changes. I want to change the current process to one which is dynamic and protective of all CCMs' rights. To participate in a meeting to only take notes is unacceptable. I want to set up a team that not only will know your rights based on our agreement, but your rights under the labor code of Canada and the Human Rights of Canada charter.

I had the great opportunity to speak to many CCMs during the last couple of months and the following was brought to my attention:

"I received a call to review the sick time policy. Although I am under 10 sick days they want to meet me. When I want to bring my legal representation they say no?" I will work with our local management to

implement standards and processes where you should not be called to a meeting in such cases. And if forced, your legal representation will participate.

"I have applied for the WBP and did not pass the French test. My mother tongue is french and all my life I have been speaking french with a University degree from a french university. Additionally, I was hired as a bilingual CCM." As your legal representation, I would need clarification of how can this be. If the third party instrument being used is biased, I would make sure that your french is recognized and that you are offered a WBP position.

"I am on Short Term Disability and Desjardins is ignoring my doctor's recommendation. Additionally, I am asked to work 8 hours of mod duties and getting paid 4." This has been

happening statistically too often. I will make sure that the decisions are reviewed with appropriate action taken up to the insurance companies' ombudsman. Additionally, I will strive for fair compensation for the amount of work. If you work 4 hours you should be paid 4 hours. I want you to get healthy and come back to work quickly but healthy.

"I commute. What will happen?" I have worked for many unionized airlines. All of these airlines have a commuter policy in place. I will make sure that during the negotiation exercise that we negotiate a superior commuting policy. I always strive to be better than the industry standards.

These are some issues I have heard on many occasions. Under my leadership your local team will represent you and fight for your rights. My team and myself are accountable to the betterment of your professional life. That is my goal as your VP Toronto base.

Why Boris?

Do I have experience within an unionized environment?

While at Air Canada I was a union representative. On many occasions I represented FAs during grievances. I had a satisfaction rate of 95%. As my career grew, I additionally represented Air Canada management during grievances. This gives me an additional advantage as I have a grasp of union/management strategies.

Do I have negotiation skills?

During my progressive professional experience in the

airline, telecommunication, and management consultation industries I demonstrated strong negotiation skills while negotiating with working groups, with management, and executives within different industries.

Do I have leadership

experience? I have on many occasions successfully led teams, employees, working groups and strategies. I am strong team player and able to lead people to achieve their personal goals. I managed teams of 4 people up to 30. I

developed strategies and processes giving employees the tools to do the job. I approach every situation as an outside-the-box thinker.

Do I believe in status quo?

No I do not. Our current way of dealing with CCMs' delicate situations does not meet industry standards. The team I will lead will not accept status quo. I will personally approach any situation as a challenge for success. I will not be influenced by the old ways. It is a New Future with a New Team hard at work for a New Standard.