

MANAGEMENT'S ARGUMENTS

Bonnie Whyte

The station management policy of allowing only one operator to be on leave at a time, plus the requirement to minimize changes to an employee's days of rest along with the commitment to "protect" days of rest scheduled contiguous to annual leave all amounted to "operational requirements" - a reason to deny Bonnie Whyte's request for leave on May 13 and 14.

The station policy was clear. Except for urgent situations, requests for annual leave and lieu time must be received prior to the posting of the shift schedule covering the requested leave period. It was the position of the union that schedule changes be minimized. The station manager was doing his best to acknowledge these concerns.

The station manager was also conscious of budgetary constraints regarding overtime costs and scheduling constraints which required work assignments to be balanced over 112 day periods. Using overtime was not warranted and besides, there was no reason to excessively burden another employee with the overtime assignment.

Granted, there was a "systemic" problem in that the station was short staffed but this should not force the employer into having to reschedule other employees or to pay overtime to meet vacation leave requests