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YYZ CARGO SHOP COMMITTEE

ATT: All Cargo Members

October 28 2025

Preparations for the **2026 Cargo Bid** are now in their final stages. Over the past week, the Company introduced a series of operational and structural adjustments aimed at altering long-standing practices within the Cargo department.

Through immediate and direct engagement, your **Shift Bid Committee** and **Shop Committee** acted swiftly to challenge these proposals and advocate for the preservation of established standards that have guided our operation for decades. As a result, several of the Company's initial changes were withdrawn or revised following strong representation from your Union.

The **bid cycling process has now been completed**, and the **final bid package will be posted shortly** for members to review.

While we continue to operate under **Memorandum of Agreement No. 12**, which grants the Company authority to produce schedules while the Union cycles them through the **Workplace Cycling Committee**, our role remains clear — to ensure that every decision reflects past practice, fairness, and the hard-earned rights of our members.

The Committee would like to acknowledge the dedication and support of **CSA Greg “Beezer” Bezdziecki** and **SA Robert Twomey** for their commitment and tireless advocacy throughout this fast-moving process.

Your continued **unity and solidarity** are the foundation of our strength. Together, we ensure that our collective voice remains heard and that long-standing principles of fairness and respect continue to guide the workplace we've built.

In Solidarity,

Shift Bid Committee / Shop Committee