



# BULLETIN

## TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

International Association of Machinists and Aerospace Workers  
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale

### TO ALL IAMAW MEMBERS

### G4S - PRE-BOARD SCREENING PERSONNEL LOCAL LODGE 16 - VANCOUVER

### VACATION SELECTION AGREEMENT - LOA #3

Dear Brothers and Sisters:

We are please to advise the membership that the parties have entered into a Memorandum of Agreement pursuant to the provisions of Letter of Agreement #3, which provides for vacation ratios and equitable opportunities based on seniority, timing of vacation selection, timing of vacation payments, allocation of prime vacation time and vacation block selection.

In summary and further to the provisions of Article 18, the parties have agreed:

- October 1st each year an employee listing, in order of seniority, will be posted showing employees total vacation entitlement for the next vacation year.
- By October 15th, employees must advise the total vacation entitlement the employee intends to bid, in addition to the minimum two (2) weeks.
- The fixed weekly vacation ratio in Vancouver will be based upon the combined entitlement of Article 18.03 (b) for all employees, divided by fifty-two (52) weeks, plus a twenty percent (20%) variant to the nearest whole number. In addition to the preceding fixed ratio, the total weeks of remaining vacation entitlement of all employees, based upon the entitlements prescribed in Article 18.01 will be allocated by agreement between the Company and the Union for each week of the calendar year.
- A vacation week is defined in accordance with Article 17.02.
- Employees will select vacation in classification seniority order in each selection round by a means established by the Union, no later than November 30th of each year.
- Employees absent during the vacation bid will advise of their selections in writing prior to their absence.
- Employees who fail to select their vacation preferences by November 30th will be allocated vacation dates by the Company from those that are available, limited to the minimum two (2) weeks outlined in clause 18.03 (b).
- Bid vacation periods will not be altered after approval without local agreement between the Company and the Union.
- The dates for prime vacation periods will be specified each year by agreement between the Company and the Union, as follows: 2 weeks - Spring Break, 9 weeks - July/August, 2 weeks - End of December.
- A minimum of thirty (30) days written notice is required to cancel/amend vacation bid in the prime vacation periods and a minimum of fourteen (14) days written notice for all other vacation periods.
- Vacated prime vacation periods will be posted for seven (7) calendar days and awarded on the basis of classification of seniority.
- Un-bid vacation entitlement must be taken prior to utilizing Personal Leaves of Absence, except Leaves for medical reasons or Leaves prescribed in Article 14 and 16.

The Company and the Union have agreed to apply the terms and provisions of the Memorandum of Agreement to the vacation selection for the 2014 calendar year. Prior to February 28, 2014, the parties will meet to review the application of the MOA and consider any proposed amendments by either party prior to incorporation into the Collective Agreement. If the parties are unable to agree on any proposed amendment the matter will be immediately referred to arbitration pursuant to Letter of Agreement #3 and Article 7 for final resolution.

Please be guided accordingly.

In Solidarity,

Tania Canniff, General Chairperson  
Transportation District 140, IAMAW

Keith Aiken, General Chairperson  
Transportation District 140, IAMAW

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**BULLETIN ISSUED - SEPTEMBER 10, 2013**  
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