



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 PROCESS

Dear Brothers and Sisters:

Further to our Bulletin of September 10, 2013, the Company and the Union met to discuss and develop the process, procedures and forms required to facilitate our first vacation selection process in Vancouver.

The process will be much like a shift bid, where employees will select their vacation periods in classification seniority order in each round. Employees may bid in person, by phone or by proxy. The number of selection rounds will be determined based upon the amount of vacation entitlement that employees intend to bid.

All employees will bid, regardless of status, exceptions will only be made under exceptional circumstances.

The timeline and process will be as follows:

- October 2, 2013 - The Company will post the employee listing, in order of seniority, showing each employee's vacation entitlement for 2014, calculated on service dates achieved up to December 31, 2013.
- October 2 - 15, 2013 - Between the period of October 2 - 15, 2013, employees are required to advise the Company, on a form, of the amount of vacation entitlement that they intend to bid. In accordance with Article 18.03 (b) all employees must bid a minimum of two (2) weeks of vacation entitlement. Forms are available from the G4S' 4th floor offices or from the IAM's 4th floor offices in the Domestic Terminal Building. If an employee does not complete a vacation entitlement form, they will be required to bid the minimum two (2) weeks of entitlement.
- October 18, 2013 - The vacation ratio will be posted for the information of all employees.
- October 25, 2013 - The vacation selection bid times and bid location will be posted. Vacation selection bid proxy forms will be available from the G4S' 4th floor offices or from the IAM's 4th floor offices in the Domestic Terminal Building.
- October 31, 2013 - Deadline for employees to turn in any vacation proxy forms.
- November 4 - 8, 2013 - The first round of the vacation bid will take place.
- November 13, 2013 - The first round vacation selection results will be posted. The vacation selection bid times and location for the second round of selection will be posted.
- November 20 - 22, 2013 - The second round of the vacation bid will take place.
- November 26, 2013 - The second round vacation selection results will be posted. The dates and timelines associated with any required subsequent rounds will be communicated at this time.

Please note that employees who fail to select their vacation preferences 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).

We understand that this is a new process and a change to how vacation selection has historically been administered and there may be some hiccups along the way. Your continued support and patience is appreciated as we work to find solutions and refine the process.

In Solidarity,

Tania Canniff, General Chairperson
Transportation District 140, IAMAW

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