



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
EMPLOYED BY
G4S - PRE-BOARD SCREENING PERSONNEL
LOCAL LODGE 16 - PACIFIC REGION
ARBITRATION DECISION - PERFORMANCE BONUSES**

Dear Brothers & Sisters:

Prior to October 31, 2011, CATSA had in place an incentive program known as the Performance Payment Program, under which Screening Officers were eligible to receive an annual bonus tied to performance goals established by CATSA.

This bonus payment was governed by the Collective Agreement, which stated, "If CATSA provides any performance bonus intended to be distributed to Screening Personnel, the bonus will be distributed in accordance with agreement between the Company and the Union."

The Performance Payment Program was cancelled effective October 31, 2011 and replaced with two new programs: the Service Excellence Program and the Contract Compliance Program. Under these new programs, screening contractors, such as G4S, were no longer obligated to share the funds earned by them with Screening Personnel.

The matter was grieved and referred to arbitration by the USW and the IAMAW was granted intervener status in the proceedings. Both Bargaining Agents sought to understand the particulars of these programs, specifically, what provisions, if any, these programs had in respect to potential bonuses for Screening Personnel at G4S. This presented a challenge, in that CATSA considered the particulars of these programs to be confidential because they related to the security of Canadian Airports. The issue of confidentiality was addressed by agreement between the parties, involving counsel, where the documents and their contents would remain confidential and would only be viewed "in camera" with the Arbitrator.

The Arbitrator concluded that the new incentive programs required a certain level of performance by Screening Personnel. This level of performance is set by and vigilantly monitored by CATSA and includes criteria comprised of operational consistency, effectiveness, efficiency, and customer service.

Based on the evidence disclosed during the proceedings, the Arbitrator concluded that none of the airports reviewed had reached CATSA's required level of performance and accordingly, there was no entitlement to a bonus payment under the Collective Agreement.

The parties participated in the development of a process that would enable Screening Personnel to improve performance to enable them to reach the performance levels required by CATSA. The process commits the parties to an ongoing review process, whereby the parties will meet quarterly to review performance results and discuss how further improvements can be made. Further, at the end of each fiscal year there will be a review to determine whether or not CATSA targets have been met, and if so, how bonus payments are to be made under the Collective Agreement.

A communication from the Company will be issued shortly, outlining the details of the Service Excellence Program and how Screening Personnel can contribute to improving the performance levels by CATSA.

In Solidarity,

Tania Canniff, General Chairperson
Transportation District 140, IAMAW

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