



# 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 - VANCOUVER  
CODE OF CONDUCT & ETHICS POLICY**

Dear Brothers and Sisters:

In the Company's Daily Shift Briefing of Saturday, October 1, 2016, they communicated that everyone must read, understand and return the acknowledgement and that failure to sign-off the form may result in disciplinary action and/or not being scheduled for a shift.

We have written to the Company and advised that it is the IAMAW's position that the "Code of Conduct and Ethics" Policy is too broad and vague to serve as a reasonable basis of disciplinary action for "any breaches". That this document cannot in any way alter the standards of conduct, including off-duty conduct that is required of employees pursuant to the terms of the Collective Agreement in accordance with Article 2 and that any reliance on this document to broaden the scope of discipline will be grieved.

We also took issue with the method and manner in which the policy was introduced to employees. Employees were not afforded an explanation or an opportunity to seek clarification or counsel prior to signing and returning the document, which in our view is contrary to the requirements established by arbitration case law.

Additionally, in our view, given the diverse demographics of the Membership and the manner in which the policy was introduced, the Company cannot compel "understanding" of such a broad and vague policy.

Should an employee sign the document it is our position that the signature is evidence of nothing more than that the signatory has seen the document.

Please be guided accordingly.

In Solidarity,

Tania Canniff, General Chairperson  
Transportation District 140, IAMAW

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