



# 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 IAMAW MEMBERS

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

### ARTICLE 17.01 (N) - OPERATIONAL REQUIREMENTS

Dear Brothers & Sisters:

The Company notified your Union late in the afternoon on Tuesday, November 15, 2016 that Service Level Failures will be issued by CATSA moving forward for performance issues related to attendance management and/or improper weekend coverage.

The Company identified fifty-six (56) employees who they claim have had three (3) to seven (7) absences on Sundays, since the commencement of the fall/winter shift schedule and have sent non-disciplinary letters to each of these individuals. We inquired as to the nature of the absences being captured and whether any consideration had been given to each employee's individual record and circumstances. We were not provided with any clear explanation regarding the nature of the absences, but were assured that individual circumstances had and would be taken into consideration.

A memo was issued to all Screening Officers outlining the concerns and reminding employees of the need to attend shifts on the weekend, threatening that if there was no improvement the Company would have no choice but to conduct an immediate shift bid. We responded and reminded the Company of their obligations under the Collective Agreement and advised that "operational coverage" due to book-offs, does not constitute a "major change in the bona fide operational requirement", as outlined in Article 17.01 (n).

The necessity surrounding the implementation of a further shift bid has not been determined between the parties and there have been no discussions to this point.

We have agreed to meet with the Company early next week to determine, if there are in fact, actual major changes to the bona fide operational requirements affecting the current bid schedule and to discuss and review the documentary evidence.

We will keep you apprised of any further developments.

In Solidarity,

Tania Canniff, General Chairperson  
Transportation District 140, IAMAW

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