

International Association of Machinists and Aerospace Workers Local Lodge 16

DEMAND REPRESENTATION

December 16, 2016

Late Wednesday the employer once again showed its true colors when it comes to showing respect in the workplace to the hard and difficult job you do on a daily bases.

A week before Christmas the employer extended its warm concern for the well being of a significant number of our members by sending .94 generic letters by e mail to members who had taken a sick day since the last bid and chastised them for calling in sick when they had completed and SGA/Trade or picked up additional hours. Both of which are your rights under the Collective Agreement.

The Union was not provided the courtesy of any prior notice or provided with any data. We received copies of the e mail letters the same time they were sent.

What's truly alarming is that the employer gave no consideration or respect to those members by reviewing what their respective circumstances pertaining to their illness was.

They couldn't even take the time to meet those members or show any concern for their well being. They tried to take away their right to representation and to be treated in a respectful and dignified manner.

Every effected member has been contacted by the Union. The feedback from those members is one of disappointment by the lack of respect, lack of dignity, and no show of support or empathy from the employer. Your Union shares that view. I share that view.


Our position is that these letters are non disciplinary and should not be in any of the effected members personal files and cannot be relied upon for any future basis for discipline.

Moving forward anytime a member of management attempts to speak to any member or makes any comment to you regarding anything to do with your attendance/lates, you need to protect yourself and DEMAND a SHOP STEWARD. It's your right under the Collective Agreement in accordance with Article 5.06. It's on Company paid time, not your own time or your break time.

Further if you receive any e mails concerning your attendance including any NSNC, DO NOT RESPOND to the email without reviewing it with representation. You should do this on your next scheduled shift and request a SHOP STEWARD as per Article 5.06.

It's unfortunate the employer has taken this approach; they simply do not understand people or maybe they just don't care. YOUR UNION CARES, and I CARE.

In Solidarity,


Chris Thompson, Chief Shop Steward