

**TO ALL IAMAW MEMBERS
EMPLOYED BY
SWISSPORT - LOCAL LODGE 16
LIEU DAYS - UPDATE**

Dear Brothers and Sisters:

This is an update on the payment of Lieu Days.

Recently the Company changed how Lieu Days were to be paid. The Company position is that they will not pay the lieu day until the actual holiday takes place. In other words if bid a lieu day in the month of June and were using for example Remembrance Day they will still allow you to take the day off however you will not receive the pay until after Remembrance day.

The main reason for this change is that employees have resigned and the Company has not been able to recoup the payments for lieu days that have been taken by the employee on the final cheque.

The Union takes the position that this is a change to the Collective Agreement and past practice and that this should be discussed and negotiated at the bargaining table.

After several meetings over the past few weeks the parties have come to a local agreement on how to proceed:

- All current open Lieu day spots employees can only use holiday that has passed.
- Employees that have bid Lieu days will be paid as per past practice for the months of June, July and August.
- The Union will file a grievance on this matter.
- The parties agree that this grievance will be heard at the next scheduled expedited arbitration (July 26, 2018).

I will provide a further update after the arbitration takes place.

Should you have any questions or concerns regarding this matter please contact myself.

In Solidarity,



Todd Haverstock, General Chairperson
Transportation District 140, IAMAW

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