



# 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 SWISSPORT - LOCAL LODGE 16 MEDIATION /ARBITRATION - UPDATE

Dear Brothers and Sisters:

On November 14, 2018, the Company and Union agreed to mediation with Arbitrator Corinn Bell. The parties agreed to six (6) grievances that were scheduled for Single Arbitration. The Negotiations Committee participated in the process as there were several grievances that pertained to agenda items in this round of bargaining.

The parties were successful with the assistance of Ms. Corinn Bell to resolve all six grievances. The following is a quick recap on the grievances that affect the membership.

The Union withdrew the Lieu Day and Sick Day grievances with regards to receiving Lead premiums while off on either a lieu or sick day. The decision to withdraw was due to the lack of evidence and past practise. We had a very slim chance of being successful at arbitration based on our discussions with the mediator.

The last grievance was with regards to Leads receiving overtime pay on premiums. Previously Servisair Leads received overtime rates on premiums when they came into work on overtime. Swissport employees did not receive overtime rates on premiums. After reaching an agreement in bargaining the Company arbitrarily stopped paying Servisair employees leads pay with no discussion with the Union. A grievance was filed for **all Leads** to receive the premium at overtime rates.

During the mediation process the mediator advised the Union that they would have a very difficult time being successful at arbitration to have all Leads receive the premium at overtime rates as there was no past practise, or loss of wages that the Union could demonstrate for the Swissport Leads.

The parties reached an agreement which unfortunately is only applicable to former Servisair employees based on the reasons outlined above. All former Servisair employees will be paid overtime rates for any overtime they worked between January 1, 2017 and present. Going forward overtime rates will apply to lead premiums, if you perform lead function while on overtime until there is a new Collective Agreement in place.

The Company is currently working on calculating the retro payments and hopefully will have that completed shortly. Once the Union receives a list and amounts we will communicate that to the affected members.

The Union received one hundred fifty (150) hours credited into the Union Time Bank for the settlement for the of two grievances that were filed with regards to Air North performing our work on the Encore product back in December 2017 and January 2018.

If you have any questions regarding any of the grievances addressed above, please don't hesitate to contact myself.

In Solidarity,

Todd Haverstock  
General Chairperson  
Transportation District 140, IAMAW  
Western Region

THvmdr

**BULLETIN ISSUED – November 27, 2018**

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