

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

NOTICE

TO ALL IAMAW MEMBERS

EMPLOYED BY

G4S - PRE-BOARD SCREENING PERSONNEL

LOCAL LODGE 16 - PACIFIC REGION

SHIFT TRADE/SHIFT GIVE AWAY POLICY

Dear Members:

On June 25, 2019, the day following adjournment of Collective Bargaining Mediation, the Company issued a notice to the Union concerning Article 17.13 Shift Trade/Shift Give Away Policy. The notice states:

As you are aware, the parties have been attempting to resolve all outstanding issues in respect of the renewal of our expired collective agreement, including Article 17.13 Shift Trade/Shift Give Away Policy (the "Policy"). We have not been able to come to an agreement with respect to any amendments to the Policy.

While it is certainly G4S's preference to negotiate a mutually acceptable resolution to the Policy, G4S is not prepared to continue the status quo.

In our view, employees have been taking advantage of the Policy to give away shifts, which they have voluntarily bid upon and accepted, for reasons which are not related to unexpected situations and/or personal matters. G4S has been overly accommodating and casual with respect to such requests to its own detriment. Accordingly, any practices or alleged practices that may have developed in relation to the administration of the Policy which are inconsistent with the wording and intent of the Policy will be discontinued. This is, G4S intends to administer any renewal collective agreement and specifically the Policy in accordance with the express written agreement of the parties.

We confirm that all employee requests for Shift Trades/Shift Give Aways/Shift Pickups will be reviewed by management and will only be permitted in order to reduce absenteeism by allowing employees to give away or trade shifts for unexpected situations and/or personal matters that conflict with their work schedule.

We confirm that any past practice which deviated from the express requirements of the Policy as set out in Article 17.13 will be discontinued by G4S and the IAM should not expect to rely upon such practice continuing under any renewal agreement.

We trust the above is clear.

Yours very truly,

Remco Loevendie
COO Aviation

The Union has responded to the Company, stating that the current practice directly reflects the clear and express language of the provision, strictly construed.

We are unclear as to the intent or purpose of the Company's notice and are asking that the Membership immediately notify the Union of any changes identified in the Company's handling of the Shift Trade/Shift Give Away Policy.

In solidarity,



Tania Canniff, General Chairperson
General Chairperson
Transportation District 140, IAMAW



Todd Haverstock,
General Chairperson
Transportation District 140, IAMAW

TC/TH: mdr



Atlantic / Maritimes

11 Thornhill Drive
Suite 239
Dartmouth, NS
B3B 1R9
Tel/Tél: 902-481-0077
Fax/Télé: 902-481-0079

Central / Centre

2580 Drew Road
Suite 203
Mississauga, ON
L4T 3M5
Tel/Tél: 905-671-3172
Toll Free/Sans frais:
1-877-426-2948
Fax/Télé: 905-671-2114
Toll Free/Sans frais:
1-866-298-0369

Eastern / Est

3900, boul. Côte-Vertu,
Suite 202
Saint-Laurent, QC
H4R 1V4
Tel/Tél: 514-336-3031
Toll Free/Sans frais:
1-888-992-1010
Fax/Télé: 514-336-3039
Toll Free/Sans frais:
1-866-800-3039

West / Ouest

7980 River Road
Richmond, BC
V6X 1X7
Tel/Tél: 604-448-0712
Toll Free/Sans frais:
1-877-426-3140
Fax/Télé: 604-448-0710
Toll Free/Sans frais:
1-888-310-1688

PO Box 152
200 Airport Road, NE
Calgary, AB
T2E 6Z8
Tel/Tél: 403-719-8140
Fax/Télé: 403-719-8143

18 - 399 Berry Street
Winnipeg, MB
R3J 1N6
Tel/Tél: 204-987-9254
Fax/Télé: 204-987-9252