



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 G4S - PRE-BOARD SCREENING PERSONNEL LOCAL LODGE 16 - PACIFIC REGION NOTICE REGARDING VACATION & PENSION

Dear Members:

The parties were in disagreement with two issues that pertained to the lump sum payment of \$2500.00.

The Union position was that vacation accrual and pension contributions should be credited on top of the lump sum payment and the Company position was that it was included in the payment.

The legal counsels for both parties met with Ms. Bell via conference call on Monday, October 7, 2019 and stated their positions.

Following the call Ms. Bell issued the following:

The parties seek clarification as to whether the global lump sum payments include vacation pay and pension contributions. In the Award, I write:

"A global lump sum payment, which includes all retroactive pay up to the pay period following the date of this Award, of \$2,500.00 shall be paid to all active employees within thirty (30) calendar days from August 12, 2019. These lump sum payments are paid to employees who are still employed by the Employer as of the date of this Award. Article 29 remains unchanged."

It was my intent that the global lump sum payment be a clean, clear one time payment to all bargaining unit members (regardless of individual circumstances) for a certain period of time. Hence, my choice of word "global". While I did not expressly identify the vacation pay or pension contribution, it was my intent that \$2,500.00 capture the period of time in question through a global payment. As such, no further payment is owing.

The Union is currently reviewing with our legal counsel and may file a grievance on this matter.

I will continue to keep you advised on this matter.

In Solidarity,

Todd Haverstock, General Chairperson
Transportation District 140, IAMAW

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