



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 SHIFT TRADE/SHIFT GIVE AWAY POLICY ARBITRATION – JUNE 18 & 19, 2020

Dear Members:

A policy grievance was filed by District Lodge 140 on May 15, 2020 concerning the provisions of Article 17.13, following several months of discussions between the parties regarding the content of a “New” Company Policy for IAM Bases.

This New Company Policy was proposed in relation to the notice issued by the Company to the Union on June 25, 2019, the day following the adjournment of Collective Bargaining Mediation concerning the Article 17.13 Shift Trade/Shift Give Away Policy, which was shared with the membership at that time. The Union responded to the Company stating that the current practice directly reflects the clear and express language of the provision, strictly construed.

The Union grieved that the “New SGA Process – IAM Bases” policy is in violation of Article 17.13 of the Collective Agreement and other relevant articles of the Collective Agreement. In particular, the Union grieved that there is no basis in the Collective Agreement for the Company’s proposed Shift Trade/Shift Give Away limit of 4 shifts in a 4 week period, or its’ plan to counsel, and/or, discipline an employee who gives away shifts on a regular and consistent basis, and that these proposed policies are contrary to the clear wording of Article 17.13, which provides employees with the right to engage in shift trades/shift give away to handle unexpected situations, and/or, personal matters that conflict with their work schedule, provided they are not giving away their jobs.

An Arbitration was scheduled with Arbitrator Corinn Bell for June 18 & 19, 2020, and both parties were represented by Counsel. Arbitrator Bell engaged the parties in mediation on June 18, 2020, however no agreement was reached between the parties, accordingly the hearing commenced on June 19, 2020 at 09:30 with oral and written submissions.

Once we receive the decision from Arbitrator Bell, we will inform the membership.

In Solidarity,

Tania Canniff, General Chairperson
Transportation District 140, IAMAW

Todd Haverstock, General Chairperson
Transportation District 140, IAMAW

TC/TH:vm



**BULLETIN ISSUED – JUNE 23, 2020
PLEASE COPY, POST AND CIRCULATE**

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

Halifax – Tel/Tél. : 902-481-0077 Fax/Téloc.: 902-481-0079
Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téloc.: 204-987-9252
Calgary – Tel/Tél. : 403-250-3708 Fax/Téloc.: 403-250-3707
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téloc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)
Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téloc.: 604-448-0710 (Toll free/Sans frais : 1-888-310-1688)
Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téloc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)
