



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 DECISION

Dear Members:

Further to our bulletin of June 23, 2020, we have received the arbitrator's decision on the policy grievance filed by District Lodge 140 on May 15, 2020 concerning the provisions of Article 17.13, regarding the contents of a "New" Company Policy for IAM Bases.

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 aways to handle unexpected situations and/or personal matters that conflict with their work schedule, provided they are not giving away their jobs.

The Arbitrator upheld the grievance and concluded that there were a number of issues with the "New" Company Policy that contravened the provisions of Article 17.13 and that any Policy must accord with the language of the Collective Agreement. The grievance succeeds.

Thank you for your patience and support.

In Solidarity,

Tania Canniff, General Chairperson
Transportation District 140, IAMAW

Todd Haverstock, General Chairperson
Transportation District 140, IAMAW

TC/TH: mb

**BULLETIN ISSUED – AUGUST 20, 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)