



# 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 ARTICLE 11 – VOLUNTARY LAYOFFS

Dear Members:

The company issued a communication titled “Voluntary Screening Officer Lay-offs” the morning of September 23, 2020.

The company’s communication was not shared with the Union prior to its’ release. We were notified on September 22, 2020 at approximately 16:30 that the company would be issuing a communication to all of the Unions and employees in the Pacific Region regarding voluntary layoffs and we strongly advised them against doing so.

The contents of the company’s communication are misleading, and in our opinion do not represent the facts. Since our limited discussions on September 18, 2020 pertaining to part-time lines in Vancouver, the parties have **not** engaged in any discussions to mitigate layoffs and recently have had zero discussions regarding voluntary layoffs.

The feasibility of voluntary layoffs was discussed between the parties in April 2020. At that time, no agreement was reached to allow for voluntary layoffs for a number of reasons and nothing has changed, the reasons include:

- The duration of the layoff is unknown
- Employees may not qualify for Employment Insurance Benefits
- Employees may not qualify for CERB (Canada Emergency Relief Benefit)
- Alternate employment opportunities are limited due to the impact of COVID-19 on the economy
- Employees would be subject to the recall provisions of the Collective Agreement, including the maximum recall timeframe of twenty-four (24) months.
- Opportunities for recall are subject to the economic recovery of the transportation sector
- Benefit continuance is only available for ninety (90) days following layoff

Members are encouraged at this time to maintain employment to the extent it is possible and are discouraged from applying for voluntary layoff as proposed in the company’s communication of September 23, 2020.

A voluntary layoff **is** a layoff out of seniority and **is** a violation of Article 11. Should it be necessary to file a grievance on this matter, we are prepared to do so without hesitation. Further, the Union perceives the company’s actions of bargaining directly with the Members to be in violation of the Canada Labour Code and we will be reviewing this matter with our legal counsel.

We remain available to meet with the company to engage in meaningful discussion pertaining to opportunities to mitigate potential layoffs and are still waiting to be provided with the company’s layoff analysis and additional information that they committed to sharing with us this week.

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: vm

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