



# 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*

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**TO ALL IAMAW MEMBERS  
EMPLOYED BY  
ALLIED UNIVERSAL - SCREENING SERVICES  
LOCAL LODGE 16 - PACIFIC REGION  
NEGOTIATIONS UPDATE – JANUARY 17, 2022**

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Dear Brothers and Sisters:

Further to our bulletin of December 16, 2021, the Negotiations Committee received some inquiries seeking clarification regarding the essential service process.

Where notice to bargain has been served, either party may within fifteen (15) days, give notice that some of the services provided by the unit are essential (meaning that the services are necessary to prevent an immediate and serious danger to the safety or health of the public) and, if no essential services agreement has been reached, either party can make an application to the Canada Industrial Relations Board (CIRB).

Once notice to bargain has been issued, the parties enter into a “statutory freeze” period, which freezes the terms and conditions of work in place on that date, despite the expiry of a Collective Agreement, until the parties are in a strike or lock out position. The right to strike or lock out can be delayed by the essential services provisions of the Canada Labour Code (CLC).

The Company made application to the CIRB under the essential services provisions of the CLC on September 22, 2021, following the Union’s request for conciliation, and the appointment of a Conciliation Officer. The Company’s application for an essential service hearing was held in abeyance until November 19, 2021, while the parties tried to reach a tentative agreement in conciliation. The conciliation period ended on November 16, 2021 and was followed by the 21-day cooling off period.

The CIRB has not decided the question of essential service for the screening sector, and the prospect of litigation has an unknown outcome for both Unions and employers. Submission and hearing timelines will be determined by the CIRB, and we anticipate that other interested parties will apply to intervene in the proceedings, causing further delays in the process.

A determination of essential service in is NOT a guarantee that compensation will increase. An essential service declaration can negate or significantly impair your right to strike and engage in legal activities to achieve a fair agreement.

The Company’s application on September 22, 2021 extends the “statutory freeze” period and delays the right to strike or lock out until the question of essential service is resolved by the CIRB. The Collective Agreement remains in full force and effect while the Company’s application is before the CIRB.

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Further, the duty to bargain in good faith remains in effect while an essential service application is before the CIRB. Accordingly, the IAM again wrote to Allied Universal on January 13, 2022 proposing several dates in February 2022 to resume discussions with the assistance of a mediator, however, meeting dates have not yet been confirmed.

During Collective Bargaining, certain people (both unionized and non-unionized) may attempt to take advantage and spread rumors in the workplace to harm the process or serve a personal agenda, creating division amongst the membership and undermining our success at the bargaining table.

We understand that these delays cause frustration, unfortunately we are required to follow the process in the legislation. If you have questions or concerns, please address them to the elected Members of the Negotiations Committee or refer to official communications from the Committee.

Your Committee continues to fight to improve upon and protect provisions of the Collective Agreement that are of critical importance to the Membership and thanks you for your continued support, patience, and solidarity, and commends you for your continued professionalism in preserving the safety and security of the public.

We will keep you apprised of any developments in the process.

Remember to always work safe.

In solidarity,



Tania Canniff  
General Chairperson  
Transportation District 140  
IAMAW



Todd Haverstock  
General Chairperson  
Transportation District 140  
IAMAW

TC/TH: mdr 

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