



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 ALLIED UNIVERSAL SCREENING SERVICES LOCAL LODGE 16 - PACIFIC REGION SUMMER ATTENDANCE INCENTIVE PROGRAM

Dear Members:

The Summer Attendance Incentive Program was introduced and communicated to employees without any consultation with your Union. We immediately contacted the Company to convey the concerns and questions raised by the membership with respect to the qualifying criteria.

We advised the Company that negotiated absences provided for in the Collective Agreement or protected statutory leaves, such as, compassionate or bereavement leave, should not disqualify an employees' access to the attendance incentives. The Company met with the Union to hear the concerns of the membership and committed to raise these concerns directly with CATSA.

The Company advised that the program, funded by CATSA was discretionary, and as such is not subject to the provisions of the Canada Labour Code, and is outside of the Collective Agreement.

We were notified earlier this week that CATSA was unwilling to make any adjustments to this national program. It is shameful that CATSA, a Crown Corporation would not even consider compassionate or bereavement leave, two of many recognized leaves under labour law, as time worked towards the qualifying criteria. No agency should consider itself above the law, and be permitted to trample on basic protections set out in legislation.

The IAM was advised in writing that if we disagreed with the program, that the Company would notify all IAM bases that the program would not apply to them.

Our members have been on the frontline of this pandemic for two years and deserve better from their employer and CATSA. More importantly, all workers deserve the basic protections of their rights guaranteed by law and a government that at minimum, upholds its own laws, instead of making exemptions when the law is inconvenient for its Crown Corporations. We demand a long-term solution to address the poor working conditions, and low wages that are plaguing this sector, which directly impact employee retention and recruitment. An increase in the hourly rate for the term of the Collective Agreement would have been a more appropriate application of available funding.

When will this Government start listening to workers? The Minister claims they are consulting with all stakeholders but has yet to schedule a meeting with the IAM after numerous requests to meet. Continuing to avoid a meeting with us sends a clear message that the government is neither interested in hearing about our issues and would prefer to ignore the chaos its Crown Corporation had a large role in creating across airports in Canada.

Thank you for your continued support, patience, and solidarity, but most of all, for your continued professionalism in preserving the safety and security of the public.

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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