



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
VOLUNTARY CANCELLATION OF VACATION – HBS (YVR)**

Dear Members:

The Company issued a communication to certain HBS staff that have bid vacation time in July and/or August this summer, appealing to these employees to consider voluntarily cancelling booked vacation time in July/August. The communication openly criticizes the Union and boast that employees who voluntarily cancel bid vacation be eligible for the Summer Attendance Incentive Bonus for these week(s) and month(s).

The parties engaged in discussions pursuant to the provisions of Article 18.03(s) and were unable to reach an agreement on certain issues. The voluntary cancellation of prime vacation weeks in HBS was discussed, however, given the Company's position that vacated vacation weeks would not be re-posted, and the implications associated with the Summer Attendance Incentive Bonus, no agreement was reached.

The Union made several suggestions to assist with staffing requirement in HBS, which have been implemented by the Company.

It remains our view that negotiated absences provided for in the Collective Agreement, including bid vacation, should be part of the eligibility criteria for ALL BARGAINING UNIT EMPLOYEES, regardless of an employee's qualification(s).

We proposed that the qualifying criteria be modified to include bid vacation, and the Company responded stating our suggestion was insulting and insincere. In addition, the Company has filed a grievance against the Union for allegedly violating the Collective Agreement by not working with the Company to address the issue, and that our lack of cooperation violates the "spirit" and express language of the Collective Agreement and is unreasonable behavior by the Union. We dispute these allegations.

Apparently, the Company does not believe in the principles of work now – grieve later. The Company's actions fail to acknowledge that the cancellation of prime vacation is prohibited by the Collective Agreement.

Please be guided accordingly.

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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