



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

June 24, 2022

Mr. Michael Saunders
CEO & President
Canadian Air Transport Security Authority
99 Bank Street
Ottawa, ON
K1P 6B9

Atlantic / Maritimes
61 Tacoma Drive
Suite 1
Dartmouth, Nova Scotia
B2W 3E7
Tel/Tél: 902-481-0077
Fax/Télé: 902-481-0079

Central / Centre
2580 Drew Road
Suite 203
Mississauga, Ontario
L4T 3M5
Tel/Tél: 905-671-3192
Toll Free/Sans frais:
1-877-426-2948
Fax/Télé: 905-671-2114
Toll Free/Sans frais:
1-866-298-0369

Eastern / Est
3900, boul. Côte-Vertu,
Bureau 202
Saint-Laurent, Québec
H4R 1V4
Tel/Tél: 514-336-3031
Toll Free/Sans frais:
1-888-992-1010
Fax/Télé: 514-336-3039
Toll Free/Sans frais:
1-866-800-3039

West / Ouest
7980 River Road
Richmond, BC
V6X 1X7
Tel/Tél: 604-448-0710
Toll Free/Sans frais:
1-877-426-3140
Fax/Télé: 604-448-0710
Toll Free/Sans frais:
1-888-310-1688

3515 - 27th Street, N.E.
Unit 23
Calgary, Alberta
T1Y 5E4
Tel/Tél: 403-250-3708
Fax/Télé: 403-250-3707

18 - 399 Berry Street
Winnipeg, Manitoba
R3J 1N6
Tel/Tél: 204-987-9254
Fax/Télé: 204-987-9252

Dear Mr. Saunders,

I'm writing you on behalf of 3,650 Screening Officers represented by the International Association of Machinists (IAM), the bargaining agent that represents the greatest number of Screening Officers across Canada. For months, problems in Canadian airports have been brewing, so this letter is long overdue. The situation is dire, and the IAM expects that as a public agency acting in the public's interest, you will take positive action fast.

As the agency that grants contracts to third parties, CATSA holds significant power and responsibility over contractors that work for the agency. The process through which contracts are granted is public, and a process that allocates public money to companies who become employers to thousands of Canadian workers, a large portion of which are racialized workers, and newcomers to Canada.

Once contracts are granted, there is no oversight of these companies, even when complaints are launched against them, even when they fail to follow basic laws, and even when they refuse to bargain fairly. The procurement process is based on dollars and cents, and the IAM fully supports agencies that are fiscally responsible, particularly when public money is involved. However, the procuring of federal contractors, unfortunately, does not involve a review of their performance with respect to upholding health and safety in the workplace, preventing harassment and discrimination, and last but not least, honoring collective agreements that contractors willingly negotiated with the IAM and other respective bargaining agents. The fact that two out of the three contractors are foreign companies, makes your silence even more egregious. Allowing a foreign company to mistreat Canadian workers, and to disregard basic tenants of labour law is appalling.

CATSA has been quick to intervene and issue heavy punishment of workers, who are not its employees, but in instances where the same workers' rights are callously disregarded, CATSA turns a blind eye. CATSA, it must not be forgotten that you are tasked with the responsibility to provide a service to the public, and it is the same workers who are being neglected, who are carrying out your mandate. Workplace issues and oversight of Screening Officers is your responsibility, and not only when a disciplinary matter is at hand.

Despite their employer's strong arming tactics, refusals to bargain unless concessions are agreed to prior to bargaining, refusals to meet with conciliators, and ongoing infringement of basic protection of rights enshrined in law, our members, Screening Officers, have an unwavering commitment to their duty to the

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public. Their spirits are not broken, but their eyes have been opened to the fact that the system you operate is deeply flawed. The misallocation of funds from fees have left little to nothing for compensation of Screening Officers, but plenty of money to go around for your stakeholders.

Warnings and indicators of labour shortages have been on the horizon for months, but neither CATSA, nor your contractors were compelled to take preventative actions to avoid chaos at airports this summer and avoid frustrating the traveling public. One of the major causes of labour shortages is fair compensation, and unlike other employers in air transportation who raised wages, CATSA and your contractors sat by idly. Overworking Screening Officers by asking them to work long shifts, take overtime on top of excessive hours, and skip breaks is leading to exhaustion, fatigue, and absenteeism, which further exacerbates the shortages.

Adding insult to injury, CATSA introduced the summer incentive program; a program that incentivizes coming to work sick, canceling vacations, and personal days taken to assist family members. Why isn't this money on the bargaining table to address the issue of poor compensation? By refusing to put money on the table, and instead offering a temporary program, CATSA is interfering in fair collective bargaining. CATSA, does it at all matter that you are dealing with a unionized workforce? From our perspective, your actions are dismissive, and callous.

Our appeals to every level of government that is tasked with resolving these issues are ignored, and the IAM is referred back to the root of the problem: CATSA. From what we've observed, your strategy is a series of knee-jerk reactions, none of which have solved the problem.

CATSA, we ask you to acknowledge there's a problem and to resolve it quickly. Your contractors defer to you on many labour issues, so we ask that you finally come out from behind the curtain and acknowledge the extent to which you control the machinery of airport screening.

We've heard that CATSA is consulting with all stakeholders, and even workers. If so, we are waiting on an invitation, and look forward to a meeting. We believe that through dialogue and meaningful consultations, we can truly make a difference for all parties, and most of all, for passengers; after all, we are all here to provide the best possible service to the public.

Yours truly,



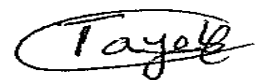
Dave Flowers
President & Directing
General Chairperson
District 140



Tania Canniff
General Chairperson
District 140



Todd Haverstock
General Chairperson
District 140



Tayeb Lharti
General Chairperson
District 140

DF/GC: mdr 

C: Neil Parry, CATSA, Vice-President Service Delivery
CATSA Board of Directors
Omar Alghabra, Minister of Transport