



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 PERSONAL DAYS/PERSONAL LEAVE

Dear Members:

Members have reached out to the Union seeking clarification regarding the application and use of Personal Days.

The leave is not discretionary, every employee is entitled to and shall be granted leave from employment of up to five (5) days in every calendar year. The first three (3) days are to be paid and the remaining two (2) days are unpaid. The leave can be divided into one (1) day segments.

Employees have the right to a leave for the following reasons:

- Treating their illness or injury (remains in effect pending the introduction of paid sick leave legislation being introduced under the Canada Labour Code)
- Carrying out responsibilities related to the health or care of any of their family members.
- Carrying out responsibilities related to the education of any of their family members who are under 18 years of age
- Addressing any urgent matter concerning themselves or their family members
- Attending their citizenship ceremony under the Citizenship Act, and
- Any other reason prescribed by regulation.

An employee must have completed three (3) consecutive months of continuous employment to be entitled to receive the first three (3) days of the leave with pay. The Company cannot impose their own qualifying conditions on employees, if an employee meets the qualifying conditions above, the Company must allow the leave.

The Company may request that an employee provide supporting documents concerning the reasons for the leave, up to fifteen (15) days after an employee returns to work. An employee must provide these supporting documents, if requested, and if it is possible and reasonably practicably to obtain them.

The parties met on October 18, 2022 to discuss transition issues related to the renewed Collective Agreement and Interest Arbitration Award, issued September 28, 2022. The Union takes the position that effective September 28, 2022, Personal Days/Leave as outlined above, and the newly ordered provisions of Article 21.03(d), are in addition to your sick leave entitlements under Article 21.03(a), however, it is our understanding that the Company disputes this position, and we are awaiting a further response.

The administrative processes associated with taking of personal leave were also discussed and remain an outstanding matter. We encourage you to provide as much notice as possible to the Company, when taking a personal leave, however, an employee is not prevented from accessing personal leave on an urgent basis covered by the qualifying conditions, above. If the leave is taken on an urgent basis, please follow the normal process for booking off, clarify that you are taking personal leave, including the reason for the leave, and whether it is paid or unpaid.

Further, these leave entitlements are separate from the provisions outlined in Memorandum of Agreement – Personal Days previously contained within the Collective Agreement.

In solidarity,

Tania Canniff
General Chairperson
Transportation District 140, IAMAW

Todd Haverstock
General Chairperson
Transportation District 140, IAMAW

TC: mdr



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