



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 PAID SICK LEAVE & PERSONAL LEAVE

Dear Members:

Further to our communication of November 16, 2022, the parties reached an agreement today concerning the new paid sick leave provisions and amendment to personal leave for workers in the federally regulated private sector

On a without precedent or prejudice basis, the parties have entered into a Memorandum of Agreement to ensure the minimum statutory changes specified in the Canada Labour Code and related regulations are applied, while maintaining any existing superior provisions of Article 21.03(a) and 21.03(d). The Memorandum of Agreement will be available on the Local Lodge 16 website shortly, the highlights include:

Current Sick Leave Provisions:

- Carry-over of any accrued sick leave entitlements, with no adverse impact on the rate of paid sick accrual under the new regulations.
- Payout of days accumulated in excess of twelve (12) days, per Article 21.03(a).
- Employees can request a payout of any or all hours prior to April 1, 2023, hours are payable May 2023.
- Employees can continue to draw upon the accrued balance as sick time or personal paid leave pursuant to the MOA, on page 132 of the CBA.

New Sick Leave Provisions:

- Effective December 31, 2022, all employees who have been employed for 30 consecutive days, shall accrue 3 days of paid sick leave. Thereafter, employees will accrue 1 additional day on the 1st day of the month following, to a maximum of 10 accrued days in the calendar year.
- Employees hired after December 1, 2022, will accrue 3 days of paid sick leave following 30 consecutive days of employment, and thereafter as outlined above.
- A paid sick day is equal to the employee's scheduled shift length at the time the leave is taken.
- Accrued unused paid sick leave days will be paid out upon termination of the employment relationship.
- Sick notes may only be requested if an employee has been absent for 5 consecutive days or longer.
- Accrued day can be carried over each calendar year to a maximum of 8 days, commencing December 31, 2023, without limiting the maximum rate of accrual for that next year.
- Paid sick days accrued in excess of 8 days will be paid out on the 1st regular pay if February each year.

Personal Leave – Effective December 1, 2022:

- Pursuant to the regulations, effective December 1, 2022, personal leave can be used by employees for the following:
 - 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 citizen ceremony under the Citizenship Act, and
 - Any other reason prescribed by regulation.

Cont'...

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

Halifax – Tel/Tél. : 902-481-0077 Fax/Téloc.: 902-481-0079
Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téloc.: 204-987-9252
Calgary – Tel/Tél. : 403-250-3708 Fax/Téloc.: 403-250-3707
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téloc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)
Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téloc.: 604-448-0710 (Toll free/Sans frais : 1-888-310-1688)
Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téloc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)

- The parties agree that all personal leave requests taken between September 28, 2022 and December 31, 2022 will be reviewed and remedied in accordance with the CBA and applicable regulations, no later than January 31, 2023. There is a separate adjudication process for personal leave requests taken between January 1, 2022 and September 28, 2022.

The parties further agreed that all leaves under the Canada Labour Code, including but not limited to the entitlement(s) to personal leave and paid sick leave are protected absences, and are excluded for the purposes outlined in the employer's AMP. For clarity, employees cannot be penalized for exercising their right to leaves prescribed by the Canada Labour Code.

Payroll is working with ADP on changes to the pay statements, which will reflect a bank for the current sick leave entitlements and a bank for the new sick leave entitlements. The Company has advised that these changes may not be reflected by the January 6, 2023 deposit statement, but that they will manually administer the process in the interim.

In solidarity,



Tania Caniff
General Chairperson
Transportation District 140
IAMAW



Todd Haverstock
General Chairperson
Transportation District 140
IAMAW

TC/TH: mdr 

BULLETIN ISSUED – DECEMBER 19, 2022
PLEASE COPY, POST AND CIRCULATE

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

Halifax – Tel/Tél. : 902-835-3171 Fax/Téloc.: 902-835-3841
Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téloc.: 204-987-9252
Calgary – Tel/Tél. : 403-250-3708 Fax/Téloc.: 403-250-3707
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téloc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)
Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téloc.: 604-448-0710 (Toll free/Sans frais : 1-866-310-1688)
Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téloc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)