



# 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*

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### TO ALL IAMAW MEMBERS EMPLOYED BY ALLIED UNIVERSAL SCREENING SERVICES LOCAL LODGE 16 – PACIFIC REGION PAID SICK LEAVE

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Dear Members:

With the end of year approaching, members have requested clarification on the accrual, carry-over and payment of paid sick leave entitlements.

On **December 31, 2022**, employees who had been employed for 30 consecutive days, accrued 3 days of paid sick leave and earned 1 additional day on the 1<sup>st</sup> day of each month following, to a maximum of 10 accrued days in a calendar year, inclusive of the initial 3 days.

Employees hired after **December 1, 2022**, accrued 3 days of paid sick leave following 30 consecutive days of employment, and thereafter earned 1 additional day on the 1<sup>st</sup> day of each month following, to a maximum of 10 accrued days in a calendar year, inclusive of the initial 3 days.

In 2024, employees will accrue 1 day on the 1<sup>st</sup> day of each month, to a maximum of 10 accrued days in a calendar year. New hire employees will continue to accrue paid sick leave, as outlined above, following 30 consecutive days of employment.

A paid sick day is equal to the employee's scheduled shift length at the time the paid sick leave is taken. Accrued unused paid sick leave days are paid out upon termination of the employment relationship resulting from a change in the Service Provider, resignation or retirement.

Accrued days can be carried over each calendar year to a maximum of 8 days without limiting the maximum rate of accrual for that next year. Paid sick days accrued in excess of 8 days as of December 31<sup>st</sup> each year will be paid out on the 1<sup>st</sup> regular pay of February each year at the hourly rate in effect.

Additionally, employees may continue to have accrued sick leave entitlements from prior to December 31, 2022. These entitlements do not adversely impact the rate of accrual for paid sick leave above. Employees may elect to draw upon the accrued positive balance as sick time, or as paid personal leave, pursuant to Memorandum of Agreement (Personal Paid Leave) on page 132 of the Collective Agreement.

Employees who are inactive due to leaves protected by the Canada Labour Code (e.g. Medical, Maternity, Paternity, Compassionate Care Leave etc.) accrue any missed accrual of paid sick leave days on the first pay period after their return to work.

The employer may ask for a sick note, if an employee has been absent for 5 consecutive days or longer, and must do so in writing, no later than fifteen (15) days after the employee's return to work. If you are in need of a medical leave, regardless of the duration, please refer to the Canada Labour Code, Part 2, Division XIII, Section 239, which outlines the obligations of employees and employers.

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 Attendance Management Program (AMP). For clarity, employees cannot be penalized for exercising their right to leaves prescribed by the Canada Labour Code.

In solidarity,

Tania Canniff  
General Chairperson  
Transportation District 140, IAMAW

Todd Haverstock  
General Chairperson  
Transportation District 140, IAMAW

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**BULLETIN ISSUED – NOVEMBER 15, 2023  
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