



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 PAYMENT OF PAID SICK LEAVE ENTITLEMENTS

Dear Members:

Recently, the Union became aware of a potential dispute with the employer regarding the payment of paid sick leave entitlements.

An employee picked up a shift that was 12.5 hours in duration. The employee was absent sick on the day in question, and received 8 hours of sick pay for the shift. When the employee submitted a payroll discrepancy to the missing 4.5 hours, they were advised by payroll that "Scheduled shift length" is defined as your bid schedule which in your situation is 8 hours. Any shift pick ups, shift swaps and overtime are not a part of your regular scheduled shift.

The Memorandum of Agreement between the parties and the Canada Labour Code both state:

"A paid sick leave day is equal to the employees scheduled shift length at the time the leave is taken."

Neither reference "regular scheduled shift," nor does the Memorandum of Agreement exclude shift pick ups, shift swaps or overtime.

We asked the employer to confirm - when an employee's whose "regular" scheduled shift length is 10 hours, picks up a shift that is 8 hours and calls in sick for that shift, does the employer pay the employee 10 or 8 hours?

We further asked the employer to confirm if it has been administering the payment of sick leave days on the basis of an employee's "regular" scheduled shift or the actual scheduled shift length on the day(s) sick leave is taken.

The employer has not answered either question and invited the Union to file a grievance before they would discuss the matter further, strongly suggesting that a misapplication of the Memorandum of Agreement and the provisions of Canada Labour Code is occurring.

A grievance is in process, however, members should be monitoring the payment of sick leave entitlements to ensure they are paid correctly, and if not, submit a payroll discrepancy and file an individual grievance, as necessary.

Finally, I want to extend our thanks to the member that identified this issue through their payroll discrepancy and shared the response from the employer with the Union. Thank you!

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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