



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 AS SCREENING OFFICERS LOCAL LODGE 16 – PACIFIC REGION CANADA LABOUR CODE – CONTINUOUS EMPLOYMENT SICK AND PERSONAL LEAVE ENTITLEMENTS

Dear Members:

On Saturday, March 16, 2024, AUS issued a communication to employees concerning sick leave and personal leave entitlements and the transition of the screening services contract on April 1, 2024.

We are advised by counsel that when a contract is awarded through a retendering process, and a second employer becomes responsible for carrying out any particular federal work, undertaking or business, or part of one, that was previously carried out by the first employer, an employee who is employed within its operation before and after the retendering, is, for the purposes of Division IV, Section 189.1(1.1) of the Canada Labour Code, deemed to be continuously employed with one employer.

Accordingly, the accrual of sick leave and personal day entitlements for the 2024 calendar year are continuous and do not renew on April 1, 2024.

AUS is required to report the outstanding balance of personal day entitlements to PASS for 2024, and the sick leave days accrued in 2024 for all employees. PASS will be responsible for the remaining entitlements and accruals owed to employees from April 1, 2024 to December 31, 2024, including any entitlements and accruals owing to employees employed within its operation before and after the transition date, to the maximum entitlement(s) for 2024.

Article 21.03(a) of the Collective Agreement states, "All unused sick time shall be paid out upon termination of the employment relationship resulting from a change in the Service Provider, resignation or retirement." The sick leave entitlements (hours and days), carried over from prior years and those earned between January 1, 2024 and March 31, 2024 will be paid to employees on March 28, 2024 by separate deposit. The IAM will receive a complete reconciliation of all sick leave entitlements paid to employees. Any disputes arising from the payment of the sick leave entitlements will be addressed with AUS.

Effective April 1, 2024, PASS will be responsible for remainder of the 2024 sick leave entitlements as outlined in the Memorandum of Agreement, which forms part of the Collective Agreement between the parties.

In solidarity,

Tania Caniff
General Chairperson
Transportation District 140, IAMAW

Todd Haverstock
General Chairperson
Transportation District 140, IAMAW

TC/TH:mdr

**BULLETIN ISSUED - MARCH 20, 2024
PLEASE COPY, POST AND CIRCULATE**

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)