



February 21, 2024

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The Honourable Seamus O'Regan, P.C., M.P.
Minister of Labour and Seniors
House of Commons
Ottawa, Ontario K1A 0A6
By email: MinistrePT-LPMinister@labour-travail.gc.ca

The Honourable Pablo Rodriguez, P.C., M.P.
Minister of Transport
House of Commons
Ottawa, ON K1A 0A6
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Dear Ministers O'Regan and Rodriguez:

Re: IAMAW Airport Screener Terminations

I have been made aware of a concerning matter pertaining to overreach by the Canadian Air Transport Security Authority (CATSA) on labour relations matter pertaining to a CATSA subcontractor, Allied Universal Security Services and the union representing security screeners at the Victoria, B.C. airport, the International Association of Machinists and Aerospace Workers (IAMAW) District 140.

CATSA hires sub-contractors to perform CATSA work including airport screening services. The employees of the subcontracted work are direct employees and are part of a unionized workforce across airports in British Columbia.

The union, IAMAW, has raised concerns regarding CATSA's interference into labour relations matters in the past. Issues such as bypassing negotiated processes and a disregard for following negotiated collective agreement entitlements. A main issue is the regular occurrence of CATSA's internal processes superseding negotiated collective agreement protections pertaining to progressive discipline, and grievances' processes in the cases of employment termination.

On February 6 and 7, 2024, 27 IAMAW members working as pre-board screening officers at the Victoria International Airport were terminated from their employment. This followed the union and the employer engaging in discussions around discipline and retraining to ensure full compliance with all rules and regulations including a full corrective action plan.

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It had been determined that the employees' conduct did not rise to point of requiring employee termination. The intention of the employer had been to retain these employees and to take corrective action. However, upon interference of CATSA, 27 workers lost their employment.

Rather than accept the decision to return employees to work with a corrective action plan, CATSA, without conducting any investigation of their own, directed the employer to terminate the employment of these workers.

The IAMAW has advised me that CATSA regularly intervenes in the labour relations of their subcontractors. CATSA seems to act as a direct employer but issues directives through its subcontractors, making any direct contact between the union and CATSA impossible.

In the present circumstance, this lack of procedural fairness is appalling.

I'd also like to draw your attention to the impact the terminations have had on these screening officers:

- None of the affected screening personnel have any discipline on record.
- One seven (7) year employee had one minor infraction, which in the normal course would have resulted in training only, no discipline and certainly not termination.
- Two (2) employees identify as Indigenous. One of these individuals disclosed to the IAMAW that they are presently living in their vehicle with their daughter. The other disclosed that they are without any residence and fear they will be homeless because of the loss of employment.
- One employee is a single mother and will not be able to provide for her children.
- One employee has serious medical limitations due to a significant medical event and is unlikely to find alternate employment.
- The job market in the Victoria area is poor and cost of living is high, creating a socio-economic challenge for these workers to obtain new employment.

I am asking you to ensure that CATSA's interference and direction to the screening contractor be overturned and for the collective agreement processes and labour relations practices to be respected.

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Given the urgency of the matter and severity of consequences for these workers, I am requesting a meeting with your office to discuss this matter in more detail.

Yours sincerely,



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cc: David Chartrand, Canadian General Vice President, IAMAW
Ralph Martin, Canadian Chief of Staff to the GVP, IAMAW
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