



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 VACATION ENTITLEMENTS AND ACCRUALS

Dear Members:

On April 12, 2024, all employees of AUS received a single deposit, which included final earnings, and the payout of accrued vacation remaining from 2023 and accrued vacation for the period of January 1, 2024 – March 31, 2024.

AUS had been willing to transfer the vacation accruals to PASS at the IAM's request to ensure that employees could continue to receive vacation earnings during periods of bid vacation in 2024, however, PASS was not willing to accept any liability associated with the transfer of vacation accruals from AUS. Accordingly, AUS was required to payout accrued vacation on the April 12, 2024 deposit along with the final earnings for the entire Pacific Region.

Article 18.01 of the Collective Agreement states, "Employees shall be entitled to an annual vacation with pay based on continuous employment with the Company as of December 31st of every year, based on gross earnings in the preceding vacation year..."

PASS agreed to honour the vacation periods that had been bid by employees to take place post April 1, 2024. The vacation pay earned in 2023 to be taken in 2024, along with the accrued vacation earnings for the first three (3) months of 2024 was paid out by AUS on April 12, 2024. The current accrual of vacation reflected on the pay statement is intended for annual vacation with pay to be taken in 2025.

On a without precedent or prejudice basis, we have reached an agreement with PASS allowing employees to utilize their accrued vacation earnings for 2025 in 2024, due to the transition and vacation payout by AUS. In order to receive pay, an employee will be required to complete a payroll adjustment request form through JIRA, which can be found on the portal for vacation already taken or upcoming bid vacation.

Since April 1, 2024, the payment of accrued vacation has been based on an employee's request. If you choose to request the payment of accrued vacation from 2025 for a bid vacation period in 2024, please understand that you are withdrawing vacation earnings from your 2025 accrued vacation entitlement and may have insufficient vacation funds to cover your vacation absence(s) in 2025. Please note that employees will be required to take their minimum vacation bid requirements in 2025, as outlined in Article 18.01.

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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