



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 ATTENDANCE MANAGEMENT POLICY (PASS)

Dear Members:

The employer circulated their Attendance Management Policy (AMP) on Friday afternoon, which is to take effect on Monday, August 26, 2024.

We have been in ongoing discussions with the employer concerning this matter since well before June 27, 2024. This AMP is the 3rd revision of the policy. We continue to have concerns and there are several matters that we will seek further clarification on. If the responses are not satisfactory, we may need to file a policy grievance.

Roughly a dozen AMP stage letters issued in Vancouver between April 1, 2024, and June 27, 2024, were grieved, and the employer has agreed to rescind these stage letters. We will be in contact with affected members concerning the status of their grievance.

What you need to know:

- The policy will not be applied retroactive to “absences” between April 1, 2024, and August 25, 2024.
- The parties agree that leaves under the Canada Labour Code and Collective Agreement, including but not limited to entitlement(s) for personal leave, paid sick leave, and medical leaves are protected absences. These types of absences are excluded for the purposes outlined in the employer’s AMP.
- Employee cannot be penalized for exercising their right to leaves prescribed by the Canada Labour Code.
- The Accommodation Policy referenced in the AMP does not exist yet. Regardless, the employer is obligated to meet their legislative, legal and regulatory requirements to the Duty to Accommodate. Accommodation is a tri-party process, which directly involves your Union.
- References to appropriate and adequate medical documentation, must be administered consistent with the Collective Agreement and the Canada Labour Code. Employees who are absent due to illness for five (5) or more days may be requested to provide a doctor’s note upon their return to work. The employer is entitled to a prognosis, not a diagnosis of your medical condition/circumstances. If you are seeking an accommodation, the employer may request additional information concerning your limitations and restrictions through a Functional Abilities Form (FAF). Please refer to Article 21.03(a) for additional information pertaining to FAF’s.
- If you are asked to attend a AMP meeting, you are entitled to have a Steward attend with you. The employer will provide you with a dossier of your attendance record at the meeting. Please review your attendance record to ensure that it is accurate. Protected absences or absences prior to August 26, 2024 should not be discussed or referenced in the AMP meeting.
- TAS is used to provide attendance tracking.

We will keep you apprised of any developments concerning the AMP and our discussions with the employer.

In solidarity,

Tania Canniff
General Chairperson
Transportation District 140
IAMAW

TC:mdr

BULLETIN ISSUED – AUGUST 26, 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)