



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 – VANCOUVER MISSED/DELAYED CBA AND PERSONAL BREAKS

Dear Members:

We all understand the important role of Screening Officers in maintaining the safety and security of the travelling public and you all demonstrate your strong commitment to meeting this mandate every day. However, passenger throughput cannot trump the needs of Screening Officers to have a timely break or washroom access, which are necessary for a safe, healthy and respectful work environment. When Screening Officers are denied timely breaks or washroom use there is a direct impact on the screening services provided.

Despite our repeated efforts to enforce compliance with the Collective Agreement and raise awareness on the human rights and dignity issues of personal breaks, violations continue to occur daily.

Members have reported overhearing the Operations Centre Management, instructing CRC's to delay breaks and open additional screening lines. The deliberate withholding of Collective Agreement and/or personal breaks is absolutely shameful.

Article 17.03 of the Collective Agreement states that "Break timing may be altered due to emergency situations and abnormal situations that may arise from time to time". These occurrences should be the exception, NOT the norm. The employer is abusing the penalty provisions of Article 17.03(g) & (h) to delay or pay missed break as part of an operational plan, compromising your well being and airport security.

It is important that we document both Collective Agreement and Health and Safety violations.

If you are not provided with your break as outlined in Article 17.03, you must first bring your complaint to the attention of your manager. The Collective Agreement states that you will be provided time during your regularly scheduled hours to meet with your Steward and with the manager to discuss the complaint without wage loss. This is the 1st step in the grievance process. If your complaint is not resolved at that initial stage, then your Steward can aid and file a grievance.

If you are denied or unreasonably delayed in obtaining a Personal Break, please complete a **Workplace Health and Safety Concern Form** available on the employee portal and all work locations. Be sure to include your shift schedule, contact details, and a detailed accounting of the events, including timing and number of personal break requests, and the names of CRC, SDM and any witnesses. When you forward the concern form, be sure to include the IAM's worker representatives on the Joint Health & Safety Committee at screenershs@iamaw16.ca.

We are committed to resolving these violations of the Collective Agreement and Health & Safety/Human Rights legislation through the grievance procedures and appreciate your ongoing patience and support for each other during these challenging times.

A respectful workplace begins with supporting employees and ensuring that their Collective Agreement and Human Rights are upheld and protected.

In solidarity,

Tania Canniff
General Chairperson
Transportation District 140, IAMAW

TC/:mdr

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