



# 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 16 – VANCOUVER**

---

## **COLLECTIVE AGREEMENT & PERSONAL BREAKS**

---

Dear Members:

Following the employer's communication of November 1, 2024, your Union filed a policy grievance on November 10, 2024, seeking the immediate rescission of this new rule and that compensation be paid to affected employees, plus any other remedy that the Union should seek, or an Arbitrator should order to rectify this situation and the harm done to employees. The employer has not responded.

This unilateral change by the employer diminishes and changes the Collective Agreement breaks from what the Union bargained and from what the parties agreed to and is in violation of Article 17 and other relevant provisions of the Collective Agreement. This new policy regarding use of the Article 17 breaks is also a new unilateral employer policy that is unreasonable.

This change takes away the "benefit" that employees have always had of being able to go to the washroom without having to use their breaks to do so. Accordingly, in our view the employer is estopped from making this change for the duration of the current Collective Agreement until the Union has had an opportunity to bargain retention of this benefit.

Given that this change was made now while the parties are in collective bargaining and without prior consultation with or agreement by the Union, the Union sees this action by the employer as bargaining in bad faith in violation of the Canada Labour Code.

Many of you have written to the employer and the Union over the last several days highlighting obvious discrepancies with break information in the portal. We wrote to the employer on Saturday, November 16, 2024, raising various concerns, including but not limited to conjoining of breaks (voluntary and involuntary), the order of breaks are taken, and paid break entitlement(s) on overtime before/after shift. We asked for a direct point of contact for employees to raise their questions and concerns about what is showing in their portal. The Union is not able to respond to the specifics and can only speculate on the reason for wage loss.

It should be clear from the concerns shared above and the volume of queries that neither the operation or payroll are ready for the implementation of these changes and employees will be hurt in the process and we asked the employer to consider delaying the implementation of these changes.

A discussion took place with the employer on Monday, November 18, 2024, regarding these and other concerns being raised by employees. We again asked that the employer suspend their plan to deduct wages from employees and to address the concerns brought forward.

The employer advised the Union on Monday evening that they are not in a position to suspend the planned deduction of wages from employees and are continuing to assess impact and make adjustments in their processes as required. We encourage members to submit a JIRA ticket for any improper deduction of wages.

.../2

---

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)



There many contributing factors affecting break management, including but not limited to the location and size of break facilities, adequate checkpoint storage, locker availability, washroom proximity to a checkpoint and access/egress to the sterile/restricted areas of the airports. The employer could have prioritized resolving these issues, instead they have chosen to blame and target employees with threats of discipline and loss of pay. This is not the C.A.R.E. culture you were promised.

We remind our members that you should at all times comply with screening procedures and while on duty and follow the CATSA issued SOP's. Thank you for your support, patience and solidarity and your continued professionalism in preserving the safety and security of the public.

We look forward to seeing you at the rally tomorrow between 12:00 – 2:00. If you are on duty, we encourage you to join us before or after your scheduled shift. Please refer to our communication of November 13, 2024, for more information. If you are approached by the media, please direct them to an IAM Officer.

In solidarity,



Tania Canniff  
General Chairperson  
Transportation District 140  
IAMAW

**BULLETIN ISSUED – NOVEMBER 19, 2024**  
**PLEASE COPY, POST AND CIRCULATE**

---

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

**Halifax** – Tel/Tél. : 902-835-3171 Fax/Télé.: 902-835-3841  
**Winnipeg** – Tel/Tél. : 204-987-9254 Fax/Télé.: 204-987-9252  
**Calgary** – Tel/Tél. : 403-250-3708 Fax/Télé.: 403-250-3707  
**Toronto** – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Télé.: 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/Télé.: 604-448-0710 (Toll free/Sans frais : 1-866-310-1688)  
**Montréal** – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Télé.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)