



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

COLLECTIVE AGREEMENT & PERSONAL BREAKS

Dear Members:

Since April 1, 2024, break management and Collective Agreement compliance on breaks has been disastrous. Break management is not only an issue in the Pacific Region, but also for our allies and Screening Officers in the Prairie Region. Clearly not a coincidence.

Screening Officers have an incredibly important role 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 breaks, violations continue to occur daily.

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 breaks as part of an operational plan, compromising your well being and airport security. The deliberate withholding of Collective Agreement and/or personal breaks is absolutely shameful.

Representatives from PASS attended a meeting on October 15, 2024, at the Union's hall, to hear directly from Screening Officers regarding workplace respect issues, including disastrous break management and inadequate staffing issues. The response, "I can fix the issue with breaks overnight".

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.

PASS is refusing to address Workplace Health and Safety Concerns submitted to the Joint Health and Safety Committee. The employer is advising employees that the matter is being investigated by Labour Relations, however, there is no evidence to support that these concerns are being investigated whatsoever.

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On Friday, November 1, 2024, without any prior notification or discussion with the IAM, PASS sent out a communication region wide, which they state is in response to your concerns regarding break management, advising that they have created a “robust action plan” to address these issues. Is this the “overnight fix” they spoke about?

Rather than take accountability for the many contributing factors affecting break management, including but not limited to the location and size of break facilities, adequate checkpoint storage, locker availability, and access/egress to the sterile/restricted areas of the airports, 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.

Plans are underway for an event on November 19, 2024, If you are not scheduled to work that day, we hope you will consider joining us to educate the public and send a message to the employer demanding respect. Further details to follow. No worker should have to chose between going to the washroom or having a meal.

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.

In solidarity,



Tania Canniff
General Chairperson
Transportation District 140
IAMAW

TC/:mdr

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