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TRANSPORTATION DISTRICT 140
DISTRICT DES TRANSPORTS 140
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**TO ALL IAMAW MEMBERS
EMPLOYED BY
PASS – PACIFIC REGION
LOCAL 16 & DISTRICT 140
INTEREST ARBITRATION AWARD**

Dear Members:

Further to our communication of February 9, 2026, advising that we received Arbitrator Saunder's Award, confirming the terms and conditions of the Collective Agreement, including all issues previously agreed upon by the parties.

We met with the employer on Tuesday, February 17, 2026, to discuss compensation changes and retroactivity. The Appendix A Wage Rates have been confirmed except for the F1 and SCTR rates which are presently being discussed between legal counsel.

The confirmed Appendix A Wage Rates are effective February 8, 2026, and will be reflected on your regular pay deposit on February 27, 2026.

Retroactivity applies to current employees as at the date of the Award (February 6, 2026) and will be paid by separate deposit on February 27, 2026.

All other compensation improvements are effective the date of the Award. We are working with the employer regarding the implementation of the benefit improvements.

The parties are tentatively scheduled to meet again on March 3, 2026, to discuss non-monetary implementation matters arising from the Award.

The Negotiations Committee will be meeting internally on February 26, 2026, to review the Award. The Award and Agreed Items will be shared with the Membership on February 27, 2026, and in-person and virtual information sessions will be held in early March 2026 to respond to Membership inquiries. The dates and times will be confirmed following the meeting of the Negotiations Committee.

We have reviewed the decision with our legal counsel, and it will be necessary to seek some clarifications from the Arbitrator before we can move forward with fully implementing the decision. We expect to confirm the specific issues that need to be referred back the Arbitrator for clarification shortly.

In solidarity,

Tania Canniff
General Chairperson
Transportation District 140
IAMAW

Chris Thompson
General Chairperson
Transportation District 140
IAMAW

TC/CT:mdr

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