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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**

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Dear Members:

On February 6, 2026, we received Arbitrator Saunder's award, confirming the terms and conditions of the Collective Agreement, including all issues previously agreed upon by the parties.

Some important highlights include:

- 3-year term: April 1, 2025 – March 31, 2028.
- Retroactivity on wages to April 1, 2025, for Screening Officers/Lead Screeners and to July 29, 2025, for SCTRs.
- GWI's: SO Level 3.2 – 3.4 – 3% year 1, 2.5% in years 2 & 3, and SO Level 3.1 – 1.5% in each year, these %'s combined with the 5% in effect from April 1, 2024, equal compounded wage improvements between 9.8% and 13.6% over a 4-year period.
- 5 minutes added per break to the break times in Article 17.03 @ YVR for travel time.
- 5% increase added to all per diems.
- Paid Absences included in the calculation for overtime entitlements.
- Benefit improvements for Corrective lenses, Eye Exams, Paramedical and Dental, effective the date of the award.
- No Gender or Bilingualism requirements on scheduling provisions eroding member seniority rights.
- No Concessions!

The decision is 96 pages in length and there are several complexities given the nature and volume of the outstanding issues decided by the Arbitrator.

We have reviewed the decision with our legal council and it will be necessary to seek some clarifications from the Arbitrator before we can move forward with fully implementing the decision.

We will also be speaking with the employer this afternoon concerning next steps, including arranging a meeting with Payroll to address compensation changes and retroactivity payments and will share any updates as they become available.

Your Negotiations Committee worked tirelessly on behalf of the membership and should be commended for their dedication and hard work.

In solidarity,

Tania Canniff  
General Chairperson  
Transportation District 140  
IAMAW

TC/CT:mdr

Chris Thompson  
General Chairperson  
Transportation District 140  
IAMAW

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### **BULLETIN ISSUED – FEBRUARY 9, 2026 PLEASE COPY, POST AND CIRCULATE**

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