

COLLECTIVE AGREEMENT

BETWEEN

**PALADIN AIRPORT SCREENING SERVICES
(THE "COMPANY")**



AND

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS**



FOR

**TRANSPORTATION DISTRICT (LODGE) 140
(THE "UNION")**

AGREEMENT # 2

APRIL 1, 2025 – MARCH 31

1 **ARTICLE 2 - SCOPE AND RECOGNITION**
2

3 **2.01** The Company recognizes the Union (IAM)(AW) as the sole Bargaining Agent for all
4 employees of Paladin Airport Screening Services Ltd. engaged in security screening,
5 including the screening of passengers, baggage, airport employees, non-passengers,
6 vehicles and cargo at Campbell River Airport, Campbell River; Comox Valley Airport,
7 Comox; Cranbrook Airport, Cranbrook; Fort St. John Airport, Fort St. John; Kelowna
8 International Airport, Kelowna; Nanaimo Airport, Cassidy; Penticton Regional Airport,
9 Penticton; Prince George Airport, Prince George; Vancouver International
10 Airport, Richmond; Victoria International Airport, Sidney; and, West Kootenay Regional
11 Airport, Castlegar in British Columbia including Point Leaders, excluding Service
12 Delivery Managers and those above the rank of service Delivery Manager. (**Note:**
13 Each Airport location is a distinctive Bargaining Unit and Certification.)
14

15 Point Leaders can, when and where necessitated, provide screening services. Not
16 expected as a normal recurring part of the position but in the event of “no shows” or
17 excessive passenger volume, Point Leaders can screen.
18

19 For clarity, any work awarded to the Company by CATSA at an IAM (&AW) certified
20 location within the geographic scope of this Agreement at a future date, which is
21 consistent with the Certification description issued by the CIRB on June 14, 2024
22 (~~February 13, 2012~~), will fall under the Scope of this Agreement, unless otherwise
23 mutually agreed between the parties.
24

25 The terms and conditions set out in this Agreement apply to all employees described
26 in Article 2.01. All work within the Scope of this Agreement shall be performed only
27 by Members of the Union. No work which the employees perform, or are designated
28 to perform, shall be sub-contracted out in any manner.
29

30 Agreed – December 12, 2024
31

32 **2.02** The Company agrees not to enter into any agreement or contract with the employees
33 covered by this Agreement, individually or collectively, which in any way conflicts with
34 the terms and provisions of this Agreement or any applicable Federal legislation, unless
35 negotiated with an IAM(AW) Bargaining Agent. Otherwise, any such agreement will
36 be null and void.
37

38 Agreed – December 12, 2024
39

40 **2.05** Unless otherwise stated, the word “day” or “days” wherever used herein, shall be deemed
41 not to include Saturdays, Sundays and General ~~Statutory~~ Holidays observed by the
42 Company.
43

44 Agreed – November 28, 2024
45

46 **2.06** For the purpose of interpreting this Agreement, (~~the masculine~~) where a reference to

gender occurs, any gender shall apply equally. (~~wherever used herein, shall mean and include the feminine gender, and gender neutral.~~)

Agreed – December 12, 2024

2.07 All references to Region shall mean all locations certified by the IAM(AW) with the Company in the Province of British Columbia.

Agreed – December 12, 2024

2.10 Where the Collective Agreement references “mutual agreement” this means between the Company and Transportation District 140 of the IAM(AW), unless otherwise designated.

Agreed – December 12, 2024

ARTICLE 3 - UNION SECURITY

3.04 Union dues for all employees shall be per Local (~~Lodge~~) 16 and Transportation District 140 Bylaws. The Company will be notified, in writing, of changes to the dues structure, if any.

Agreed – November 27, 2024

ARTICLE 5 - UNION REPRESENTATION

5.01 The Company agrees to recognize the following Committees of the Union to represent the employees for the purposes described herein:

- a) A Negotiating Committee comprised of (~~seven (7)~~) ten (10) Members from within the Region and the Chief Shop Committee Chair Steward from Vancouver selected by the Union to act on behalf of the Union in negotiating a Collective Agreement, or renewal thereof, with the Company, will be compensated by the Company for direct negotiations. As employees increase, the Committee should be comprised of one (1) representative for every one hundred and fifty (150) employees or major portion thereof.
- b) In Vancouver, a Shop Committee comprised of the Chief Shop Committee Chair Steward and a Shop Committee Member and a Grievance Committee comprised of one (1) Steward for each fifteen (15) employees.
- c) In all other locations a Chief Shop Committee Chair Steward and a Grievance Committee comprised of one (1) Steward for each fifteen (15) employees.

- 1 d) A Labour Relations Committee comprised of a minimum of five (5) Shop Stewards
2 and a maximum of seven (7) Shop Stewards, as determined by the Union, will
3 meet at a minimum of once a month (or more often as needed by mutual
4 agreement) with Management representatives in order to address matters of
5 concern regarding the Union Membership and day-to-day operations at the
6 Site(s). The minutes of these meetings will be distributed and posted at each Site
7 within the Region.
8
- 9 e) In all locations a Joint Scheduling Committee, comprised of the Chief Shop
10 Committee Chair Steward, and a maximum of two (2) representatives at Class 1
11 and 2 Sites and a maximum of one (1) representative at Class Other Sites, as
12 designated by the Union, will meet with the Company pursuant to Article
13 5.05, to develop shift schedules, conduct shift bids, and meet with the Company
14 for the purposes outlined in Article 17, during their regularly scheduled shifts and
15 without loss of time. At a site level the parties may mutually agree to modify the
16 schedules of the Joint Scheduling Committee participants for this purpose, such
17 agreement will not be unreasonably withheld by the Company.
18
- 19 f) A Union representative shall be permitted to meet with potential Union Members
20 for up to two (2) hours at the Union's discretion per training/orientation class.
21

22 Agreed – December 12, 2024
23

24 **5.04** The Union acknowledges that each Member of the Grievance Committee has regular
25 work to perform and that (~~he~~) they shall only absent (~~himself/herself~~) themselves
26 from such work with the permission of the Management and, upon resuming (~~his/her~~) their
27 regular duties, (~~he/she~~) they shall again report to the Manager. Such permission shall
28 not be unreasonably withheld, subject to operational requirements. No Member of the
29 Grievance Committee shall lose pay for time spent during (~~his/her~~) their regular
30 scheduled working hours performing the functions set out in Article 5.01(b) & (c).
31

32 A Union Grievance Committee represented by the (~~Chief~~) Shop Committee Chair
33 Steward, a Member of the Shop Committee, or their designate and two (2) other
34 Members as set out in Article 5.01(b) or (c) will meet with the Company to deal with
35 grievances on a regular bi-weekly basis or as otherwise mutually agreed.
36

37 Agreed – December 12, 2024
38

39 **5.06** (1) An employee will be entitled to have a Shop Steward present when being presented
40 with any discipline that will be noted in (~~his/her~~) their file or in any meeting that the
41 employee may reasonably believe could lead to disciplinary action.
42

43 (2) This entitlement does not apply to meeting(s) during the employee performance
44 appraisal process; documents or information resulting from the appraisal process will
45 not be referred to in any disciplinary procedures nor will they be utilized during the job
46 selection process.

1
2 (3) Prior to any disciplinary action being taken by the Company, the employee will have
3 the opportunity to have (~~his/her~~) their case presented at a meeting, as part of the
4 Company's investigation. The employee and the Shop Steward will be advised in
5 advance as to the nature of the matter giving rise to the meeting.
6

7 (4) Nothing in this Article shall be construed to prevent the Company from removing
8 an employee from the workplace with pay, pending an investigation and meeting. Notice
9 of such removal shall be given to the affected employee, in the presence of a Shop
10 Steward.
11

12 (5) Every effort will be made to present discipline during the employee's regularly
13 scheduled shift and within five (5) (~~business~~) days of the incidents giving rise to the
14 discipline. All discipline shall be presented in private and out of public view. A Shop
15 Steward who is present when any Member is presented with discipline will be provided
16 reasonable time to counsel the Member, investigate and file a grievance as required,
17 without loss of pay.
18

19 (6) The Company will provide to the Union all documentation, evidence or particulars
20 relied upon by the Company in their determination to discipline, either prior to the
21 issuance or at the time discipline is issued or schedule a time to view evidence which
22 belongs to the Client or Airport Authority.
23

24 a) It is hereby also agreed that all forms of discipline from an employee's file will
25 be removed after twelve (12) months.
26

27 Agreed – December 12, 2024
28

29 **5.07 Union Representation**
30

31 a) Company Funded (~~Chief~~) Shop Committee Chair (Steward)
32

33 The (~~Chief~~) Shop Committee Chair (Steward) referenced in Article 5.01(b) will
34 be the only full-time position funded directly by the Company for the purposes
35 of remuneration and benefits. The (~~Chief~~) Shop Committee Chair (Steward) as
36 defined in Article 5.01(b) shall be employed on day shift Monday to Friday, or as
37 mutually agreed, in order that (~~he/she~~) they will be able to discuss Union
38 matters with both the Membership and Management.
39

40 In accordance with this Article, when the (~~Chief~~) Shop Committee Chair (Steward)
41 returns to employment as a designated Screening Officer, following any term of
42 office within the Union, there shall be no adverse effect resulting from any
43 effect or loss of certification, including but not limited to seniority, scheduling,
44 compensation, etc. The employee shall be required to recertify in accordance
45 with CATSA National Training Certification Program.
46

1 Agreed – December 12, 2024
2
3

4 **ARTICLE 6 - GRIEVANCE PROCEDURE**
5

6 **6.02** It is the mutual desire of the parties that complaints of employees shall be dealt with
7 as quickly as possible, out of the view of the public eye, with a Union Steward
8 present. Furthermore, it is agreed that an employee has no grievance until (~~he/she~~
9 has) they have first given the Manager the opportunity to deal informally with (~~his/her~~)
10 their complaint. The employee will be provided time during (~~his/her~~) their regularly
11 scheduled hours to meet with (~~his/her~~) their Shop Steward and with the Manager to
12 discuss the complaint, without wage loss.
13

14 Agreed – December 12, 2024
15

16 **STEP ONE**
17

18 **6.04** Within ten (10) (~~business~~) days after the alleged grievance has arisen, the employee,
19 who may request the assistance of (~~his/her~~) their Steward, shall present (~~his/her~~)
20 their grievance in writing, on a form agreed upon by the Company and the Union, to
21 (~~the~~) Management and if, within ten (10) days from the time when such grievance was
22 presented, a decision not satisfactory to the employee is given; then,
23

24 Agreed – December 12, 2024
25

26 **STEP TWO**
27

28 **6.05** Within five (5) days after the decision of Step One has been, or should have been given,
29 an authorized Member of the Grievance Committee shall present the written grievance
30 to the Operations Manager/Regional Manager, or a person or persons designated by
31 (~~him/her~~) them to handle such matters at Step Two. The Operations
32 Manager/Regional Manager, or (~~his/her~~) their designate, shall schedule a meeting to be
33 held within ten (10) days from the time when such grievance was presented to (~~him/her~~)
34 them, or (~~his/her~~) their designate. At the Step Two meeting, the Operations Manager/
35 Regional Manager, or (~~his/her~~) their designate, may be accompanied by Human
36 Resources and such other assistants, as (~~he/she~~) they so desire(s). While the
37 (~~Business~~) Bargaining Agent Representative of the Union may be present at the
38 meeting, the Company has the right to require the (~~Business~~) Bargaining Agent
39 Representative's presence at the meeting. The Operations Manager/Regional
40 Manager, or (~~his/her~~) their designate, shall give a decision in writing on behalf of the
41 Company within ten (10) days immediately following the date of such meeting.
42

43 Agreed – December 12, 2024
44

45 **6.07** Any grievance which arises directly between the Company and the Union concerning
46 the interpretation, application, administration or alleged violation of the provisions of

1 the Agreement, may be submitted by either of the parties to the other. Notice of the
2 grievance shall be given in writing within ten (10) days of the occurrence of the matter
3 giving rise to the grievance. The Operations Manager, or (~~his/her~~) their designate,
4 shall schedule a meeting between the Grievance Committee plus the Business
5 Representative and the Company representatives designated for that purpose, to be
6 held within twenty (20) days after notice has been given by either of the parties to the
7 other. The decision of the party being grieved against shall be given in writing within
8 fifteen (15) days following the date of such meeting. If no settlement is reached, the
9 grievance will be referred to arbitration in accordance with the provisions of Article 7 of
10 the Agreement or referred with mutual agreement to non-binding mediation.

11
12 Agreed – December 12, 2024

13
14 **6.13** If an employee believes that he has been dismissed or suspended without cause,
15 the grievance shall be represented at Step Two within five (5) days after notice has
16 been given to the employee and the (Chief) Shop Committee Chair (Steward). If a
17 suspension is grieved, the Company may elect not to put the suspension into effect
18 until the grievance is settled, abandoned or determined by reference to arbitration.

19
20 Any discipline imposed by the Company in relation to an employee's alleged failure
21 to meet screening standards, up to and including suspension, if grieved, shall not be
22 put into effect, until the grievance is settled, abandoned or determined by reference
23 to arbitration.

24
25 Agreed – April 20, 2025

26
27
28 **ARTICLE 8 - NO STRIKE - NO LOCKOUT**

29
30 **8.01** In view of the orderly procedure herein set forth for settling differences and
31 grievances and as required by the Canada Labour Code, the Union and the employees
32 agree that there shall be no strike, stoppage, slowdown or restriction of work or service,
33 or threat thereof, during the term of the Agreement and that no employee shall take
34 part in, instigate or threaten any such strike, stoppage, slowdown or restriction of work
35 or service. However, it is understood that Transportation District (Lodge) 140 has a
36 Policy that reads: "*Work normally performed by a Member of Transportation District*
37 *(Lodge) 140 deemed to be struck work as a result of an authorized strike under the*
38 *Machinists' Union Constitution will not be done by another Member of Transportation*
39 *District (Lodge) 140."*

40
41 Agreed – December 12, 2024

42
43 **ARTICLE 9 - SENIORITY**

44
45 **9.01** The seniority of an employee means the length of (~~his/her~~) their continuous service
46

1 with the Company, as at the date of transition (~~November 1, 2014~~) (April 1, 2024), since
2 the date of (his/her) their last hiring by the Company, i.e., day and time of first hour of
3 paid work.
4

5 Agreed – November 27, 2024
6

7 **9.02** There will be a Company Service List composed of all employees for each Site, within the
8 Region, based on date of hire, pursuant to Article 9.01.
9

10 The Company Service List will be used to determine entitlements to vacation and pay
11 grade.
12

13 a) In Vancouver there will be (~~two (2)~~) three (3) Classification Seniority Lists as follows:
14

15 (i) Point Leader Seniority List composed of employees in the classification of
16 Permanent Point Leader.
17

18 (ii) Screening Officer Seniority List composed of employees in the classification of
19 Screening Officer.
20

21 (iii) Screening Contractor Training Representative Seniority List composed of
22 employees in the classification of Screening Contractor Training Representative.
23

24 (~~The Point Leader Seniority List and the Screening Officer~~) Each Classification Seniority
25 List will be used to determine the rights of employees in connection with other seniority
26 based rights under the Agreement, including but not limited to layoff, recall, shift
27 preference, vacation selection and overtime.
28

29 Persons on one seniority list do not accrue seniority on another list when they are working
30 in an acting or temporary capacity.
31

32 In the event of layoff, seniority on the Point Leader Seniority List cannot be used to
33 displace employees in other classifications who are hired prior to the date of the CIRB
34 (Canadian Industrial Relations Board) order which is November 27, 2008.
35

36 In the event of layoff within the SCTR classification at the Vancouver Bargaining Unit, the
37 employee shall be offered any vacancy that exists in Vancouver in any other classification
38 under the Collective Agreement and shall be eligible to qualify in accordance with the
39 CATSA National Training Certification Program. They shall retain their company service
40 date and commence accrual of classification seniority in the other classification in
41 accordance with Article 9, while maintaining their right of recall as outlined in Article 11.
42

43 Agreed – November 3, 2025
44
45

1 **9.03** The seniority of an employee shall be completely lost and (~~his/her~~) their employment shall
2 automatically be terminated if (~~he/she~~) the employee:

- 3
- 4 a) quits; or,
 - 5
 - 6 b) is discharged and not reinstated in accordance with the provisions of the
7 Agreement; or,
 - 8
 - 9 c) is absent from work for three (3) or more consecutive days without notifying the
10 Manager unless (~~he/she~~) they give a reason satisfactory to the Manager for
11 (~~his/her~~) their failure to so notify the Company; or,
 - 12
 - 13 d) is laid off for a period in excess of twenty - four (24) months; or,
 - 14
 - 15 e) fails to notify the Management of (~~his/her~~) their intention to return to work within
16 seven (7) days of being given Notice of Recall under Article 11.02 or fails to
17 return to work on the date of recall as set out in the Notice of Recall; or,
 - 18
 - 19 f) works for another employer while absent from (~~his/her~~) their employment with the
20 Company except while on layoff, (~~except when employees are on~~) vacation or
21 days off; or,
 - 22

23 Agreed – May 8, 2025

- 24
- 25 g) uses an authorized Leave of Absence for a purpose other than that for which the
26 Leave was granted; or,
- 27
- 28 h) fails to return to work upon the expiration of an authorized Leave of Absence or
29 vacation unless a reason satisfactory to Management is given; or,
- 30
- 31 i) fails to qualify for the appropriate Canadian Air Transport Security Authority
32 certification and/or Transport Canada designation (i.e. all routes will be expired
33 before termination of seniority).
- 34

35 Note: The Company shall post notice of expiration of the employee's
36 Restricted Access Identification Card (RAIC) or Restricted Area Pass
37 (RAP) and bi-annual CATSA Medical Certificate at least six (6) months
38 prior to expiration of the RAIC/RAP and CATSA Medical Certificate.
39 This provision is intended to be for administrative assistance only
40 and will not be relied upon by the employee in relation to any claim for
41 damages for lost wages or otherwise.

42

43 Agreed – December 12, 2024

44

45 **9.05** The Company will provide the Union with the current seniority lists showing each
46 employee's seniority date, current address, email, phone number(s), classification and

1 rate of pay, on February 15th of each year. An employee shall have thirty (30) days
2 to challenge the applicable seniority list with respect to (~~his/her~~) their seniority.
3 Thereafter, the seniority date of each employee shall be deemed to be conclusive.
4

5 Any modification to the seniority lists will only be made by agreement between the
6 Company and the Union.
7

8 Agreed – December 12, 2024
9

10 **ARTICLE 10 - PROBATIONARY EMPLOYEES**

11 **10.01** Notwithstanding anything in the Agreement, a person shall be considered to be a
12 probationary employee and (~~he/she~~) they shall have no seniority until (~~he/she has~~) they
13 have been employed for one hundred and twenty (120) consecutive calendar days after
14 (~~his/her~~) their first (1st) hour worked, at which time (~~he/she~~) they shall become entitled
15 to seniority dated from (~~his/her~~) their most recent date of hire with the Company. The
16 Company shall have the right to dismiss a probationary employee for cause, at the
17 Company's sole discretion, at any time during the probationary period. The Company's
18 exercise of its' discretion to discharge a probationary employee for cause shall not be
19 subject to any grievance or arbitration, unless the discretion has been exercised in bad
20 faith or contrary to the Canadian Human Rights Act.
21
22

23 Agreed – December 12, 2024
24
25

26 **ARTICLE 11 - REDUCTION IN FORCE**

27 **Lay-off and Recalls**

28
29
30 **11.02** The Company has the right to lay-off employees to the extent it determines to be
31 necessary. In the event of a lay-off, the Company shall lay-off in reverse order of
32 classification seniority.
33

34
35 The Company agrees to meet the Union in the event of a lay-off to discuss
36 displacement rights.
37

38 Recalls from such lay-offs shall be in order of classification seniority.
39

40 In the event of major operation changes the parties agree to meet and review the
41 status of full-time and part-time positions prior to any lay-off.
42

43 An employee who has been laid-off shall be listed according to classification seniority
44 after the date of lay-off and remain on the classification seniority list for recall for a
45 maximum of twenty-four (24) months. If not recalled to work during that time, (~~his/her~~)
46 their name shall be removed from the seniority list.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46

Agreed – December 12, 2024

11.05 If within seven (7) calendar days after the date of receipt of Notice of Recall an employee shall have failed to notify the Company that (~~he/she~~) they intend(s) to return to work or to have satisfied the Company that (~~he/she is~~) they are unable to return because of accident or illness or other sufficient cause, (~~he/she~~) they shall lose all seniority and (~~his/her~~) their name shall be removed from the seniority list.

Agreed – December 12, 2024

ARTICLE 12 - TRANSFER

12.02 The seniority of an employee who transfers to a Screening Officer or Point Leader position at another IAM-certified Site shall be retained but not accrued in their original Bargaining Unit Site for a period of six (6) months, after that the original Bargaining Unit Site seniority will be lost.

e.g. A Screening Officer in Vancouver transfers to a Screening Officer vacancy in Victoria, the Screening Officers' seniority in Vancouver would be retained but not accrued for six (6) months. In the event the employee returns to a vacancy in Vancouver within the six (6) month period, (~~his/her~~) their seniority would be adjusted for the period of absence and begin accruing again. If (~~he/she~~) the employee does not return to a vacancy in Vancouver within six (6) months, (~~his/her~~) their seniority in Vancouver will be forfeited.

Agreed – December 12, 2024

Region-wide Transfers

12.03 Employees may submit a Letter of Preference, which will be kept on file with the Company for a period of one (1) year, which states the Site to which the employee would like to transfer.

Whenever a position becomes vacant at any IAM Certified Site and it is necessary to hire new staff, the Company will first consult the file containing Letters of Preference. Employees who have submitted a Letter of Preference for the applicable Site will be offered the vacancy based on Company Service, subject to qualification requirements. If two or more employees are considered equally qualified for this position, then the employee with the greater Company Service shall prevail.

If an employee is offered a position outside (~~his/her~~) their home Site, the Company will not be responsible for any costs associated with the relocation. The employee will transfer (~~his/her~~) their Company Service for vacation entitlement and placement upon the established pay grid for the applicable classification/position. The

1 employee will establish a new seniority date at the new Site, based on the transfer
2 acceptance date and move to the bottom of the seniority list, which applies to
3 employees in connection with other seniority based rights under the Agreement,
4 including but not limited to layoff, recall, shift preference, vacation selection and
5 overtime, as provided for in Article 9.02. Employees shall be provided with written
6 confirmation of their transfer acceptance date by the Company.
7

8 Agreed – December 12, 2024
9

10
11 **ARTICLE 13 - LEAVE OF ABSENCE**
12

13 **13.01** The Company may grant a Personal Leave of Absence, including for educational
14 purposes, without pay for a period not exceeding sixty (60) calendar days to an
15 employee provided that:
16

17 c) When such Leave is granted, the employee shall retain and accrue his/her
18 seniority, pursuant to the IAM Constitution and/or Local (Lodge) Bylaws.
19

20 Agreed – November 27, 2024
21

22 **13.03** Where a Leave of Absence has been requested at least thirty (30) calendar days
23 before the requested Leave in accordance with Article 13.01 (a), the Company shall
24 notify, in writing, both the applicant and the Union, of its decision at least fourteen (14)
25 calendar days before the date of commencement of the requested Leave of Absence,
26 all other requested Leaves shall be processed as soon as reasonably possible.
27

28 The Company has agreed that Leaves of Absence will be administered on the
29 following basis:
30

31 c) When returning from Leave of Absence, the employee shall be placed on the
32 same shift, which they left. The Company has thirty (30) calendar days to place
33 the employee back on their original shift. In the event there has been a new shift
34 bid in the interim, the employee shall be placed, on the nearest comparable shift
35 based on (~~his/her~~) the employee's seniority.
36

37 Agreed – March 11, 2025
38
39

40 **ARTICLE 14 - BEREAVEMENT LEAVE**
41

42 **14.01** An employee is entitled to up to ten (10) working days of bereavement leave in the event
43 of an immediate family member's death to be taken in one (1) or two (2) periods, at
44 any time starting the day following the death and ending six (6) weeks after the funeral,
45 burial or memorial service. Employees who have been employed by the Company for
46 three (3) consecutive months will be granted, the first three (3) working days off with

1 pay. "Immediate Family" is as defined below.

2
3 An additional one (1) working day with pay will be granted to an employee in respect
4 of the death of the following family members:

- 5
6 a) the employee's spouse or common-law partner;
7
8 b) the employee's father and mother and the spouse or common-law partner of
9 the father or mother;
10
11 c) the father and mother of the spouse or common-law partner of the employee and
12 the spouse or common-law partner of the father or mother;
13
14 d) the employee's children and the children of the employee's spouse or common-
15 law partner;
16
17 e) the brother and sister of the employee.

18
19 If the employee is notified of a death in (~~his/her~~) their Immediate Family while working,
20 (~~he/she~~) they shall be relieved from duty, upon the request of the employee. The
21 employee will be paid for the balance of (~~his/her~~) their shift, in addition to the provision
22 entitlements above.

23
24 The Company may grant an additional Leave of Absence without pay, at the written
25 request of the employee if in the judgment of the Company, such Leave of Absence
26 can be arranged without undue inconvenience to normal operations. The Company
27 may require proof of death or burial from individuals if they suspect abuse of these
28 benefits.

29
30 **Note: For further clarity, Immediate Family means, in respect of the**
31 **employee:**

- 32
33 a) the employee's spouse or common-law partner;
34
35 b) the employee's father and mother and the spouse or common-law partner of
36 the father or mother;
37
38 c) the employee's children and the children of the employee's spouse or common-
39 law partner;
40
41 d) the aunt and uncle of spouse and employee;
42
43 e) the employee's grandparents and the grandparents of the employee's spouse or
44 common-law partner;
45
46 f) the employee's grandchildren and the grandchildren of the employee's spouse or

1 common-law partner;

2
3 g) the father and mother of the spouse or common-law partner of the father or
4 mother; and,

5
6 h) the brother and sister of the employee or the brother and sister of the spouse
7 or common-law partner of the employee.
8

9 Agreed – December 12, 2024
10

11
12 **ARTICLE 15 - LEAVE OF ABSENCE FOR UNION BUSINESS**
13

14 **15.04** An employee accepting full-time employment with (~~the~~) Transportation District (~~Lodge~~)
15 140 of the Union, as a representative of the employees covered by this Agreement,
16 shall be granted an unpaid Leave of Absence by the Company for the duration of
17 their employment. An employee on a Leave of Absence for this purpose will continue
18 to accrue seniority and Company service in accordance with all provisions of the
19 Agreement. Any accrued sick leave and/or vacation earnings will be paid out at the
20 commencement of the Leave and will not resume accrual until the employee returns
21 from the unpaid Leave of Absence.
22

23 Agreed – November 27, 2024
24

25
26 **ARTICLE 16 - PARENTAL LEAVE**
27

28 **16.04** Where the employee intends to resume (~~his/her~~) their employment with the Company
29 upon the expiration of the Leave granted, in accordance with the provisions of Article
30 16, the Company shall reinstate (~~him/her~~) the employee to (~~his/her~~) their former
31 position within thirty (30) calendar days and wages and benefits will remain the same.
32

33 Agreed – March 11, 2025
34

35
36 **ARTICLE 17 - HOURS OF WORK AND OVERTIME**
37

38 **17.01(d)**The Company will arrange shift schedules to meet its contractual commitments and to cater
39 to fluctuations and changes to airline schedules, airport and CATSA requirements.
40 Should no mutual agreement be reached by the Joint Scheduling Committee on the
41 proposed schedule, the appeal process will be moved to the appropriate Director (or
42 designate) and the Bargaining Agent who, within seventy-two (72) hours, will render a
43 decision. Where no mutual agreement can be reached, the Company may implement
44 the schedule, and the matter will be referred to expedited arbitration at the Union's
45 discretion.
46

1 Agreed – August 20, 2025

2
3 **17.06 Filling of Vacant Lines and Additional Shifts:**

4
5 **2. Process for filling vacant lines and vacant shifts, which remain operationally**
6 **required and are anticipated to be less than sixty (60) days in duration:**

- 7
8 f) Posted for not less than seventy-two (72) days and awarded immediately
9 following the close of posting. All postings will occur ~~by (at 09:00 am)~~ 12:00
10 pm on the posting date.

11
12 Agreed – January 15, 2025

13
14 **17.07 Overtime**

15
16 When employees are requested to work overtime beyond their normal shift, the
17 following conditions will prevail:

- 18
19 h) Notwithstanding the provisions of Article(s) 17.07 (a), (b), and (c), employees
20 shall be compensated for all hours worked in excess of (~~his/her~~) their regularly
21 scheduled shift at a rate of one and one half (1 1/2) times the employee's regular
22 rate of pay, or as otherwise prescribed in Article 17.08 and Article 19, for all
23 Same Day Overtime hours worked, regardless of whether or not the employee
24 has or will complete forty (40) hours during the work week.

25
26 **Same Day Overtime**

27
28 This is the order to be called in for Same Day Overtime based on seniority:

- 29
30 iv) When the above process has been exhausted, and the lack of volunteers for
31 Same Day Overtime would result in the closure of a required checkpoint,
32 employees on shift at the site will be assigned to work in reverse order of
33 seniority, in accordance with Article 17.07 (f), to a maximum of two (2) hours
34 beyond (~~his/her~~) the employee's scheduled shift, unless otherwise agreed
35 between the Company and the employee. An employee will be paid a minimum
36 rate of two times (2.0), (~~his/her~~) their regular hourly rate, if less than two (2)
37 hours' notice of the assignment is provided by the Company, or as otherwise
38 prescribed in Article 17.08 (c), whichever is greater. An employee will not be
39 required to work if it interferes with a legitimate family responsibility or
40 transportation requirement.

41
42 Note: At Regional Sites the parties may mutually agree to first solicit
43 employees on shift in the sign-up book, as opposed to employees on
44 shift. Such agreement must be communicated in writing to employees
45 at the Site.

1 Agreed – December 14, 2024

2

3 **17.10** An employee who reports for work as scheduled is entitled to four (4) hours pay if no
4 work is available and (~~he/she~~) the employee has not been advised in advance
5 except in cases beyond the Company's control. This Article may be amended by mutual
6 agreement.

7

8 Agreed – December 14, 2024

9

10 **17.11** All time spent in attendance at any proceeding, arising out of actions performed on
11 behalf of the Company or the Company's client, shall be paid at the applicable rate,
12 upon direction and approval from the Company. Monies from the Court shall be
13 reimbursed to the Company. Necessary expenses incurred by the employee will be
14 reimbursed by the Company on a receipted basis.

15

16 **Court Appearance**

17

18 If an employee is subpoenaed to appear in Court in a matter relating to the conduct
19 of the employee's duties, (~~he/she~~) the employee will be paid for such appearance,
20 and the Union will be notified prior to the appearance.

21

22 Agreed – December 12, 2024

23

24 **17.12** An employee who leaves work due to a WorkSafe BC related injury or illness, which
25 requires offsite treatment and prevents a return to work, shall be paid for the balance
26 of (~~his/her~~) their regular or scheduled shift on the day of the injury or illness.

27

28 Agreed – December 14, 2024

29

30 **17.13** **Shift Trade / Shift Give Away Policy**

31

32 The purpose of shift trades/shift give aways is to reduce absenteeism by allowing
33 employees to handle unexpected situations and/or personal matters that conflict with
34 their work schedule. Employee(s) may engage in shift trades/shift give aways,
35 provided they are not giving away their job.

36

37 a) If an employee on (~~his/her~~) their days off agrees to work another employee's
38 shift, that employee shall be paid (~~his/her~~) their normal straight time wage for that
39 day.

40

41 h) If an employee receives a No Show/No Call (NSNC) for failure to notify the
42 Company of (~~his/her~~) their absence and report for a shift trade/shift pick up,
43 (~~he/she~~) the employee will lose their shift trade/shift give away privileges for
44 ninety (90) calendar days, unless (~~he/she~~) they are able to substantiate that the
45 NSNC was due to extenuating circumstances, beyond the employee's control.

46

1 Agreed – December 12, 2024
2
3

4 **ARTICLE 18 - VACATION WITH PAY**
5

6 **18.03 Vacation Selection**
7

- 8 o) Notwithstanding the above cancellation provisions, the provisions of
9 Clause 18.05 shall apply in the event an employee is unable to commence or
10 complete (~~his/her~~) their scheduled vacation period due to injury or illness,
11 including Workers' Compensation. Refer to Clause 18.05 for application.
12

13 Agreed – December 12, 2024
14

15 **18.05** An employee who is unable to commence or complete (~~his/her~~) their scheduled vacation
16 period due to injury or illness, including Workers' Compensation, shall be awarded a
17 new vacation period upon return to duty. The employee must provide a doctor's
18 certificate to verify all absences under this clause. However, if the employee does not
19 return to duty on or before December 1st of any year, (~~he/she~~) they shall receive the
20 pay in lieu of the vacation earned but not taken.
21

22 Agreed – December 12, 2024
23
24

25 **ARTICLE 19 - PAID HOLIDAYS**
26

27 **19.03** No employee is entitled to be paid for a Statutory Holiday on which (~~he/she~~) they
28 do(es) not work when (~~he/she was~~) they were not entitled to wages for at least one
29 hundred and twenty (120) hours during the thirty (30) calendar days immediately
30 preceding the holiday. Notwithstanding the previous sentence, the employee is entitled
31 to be paid 1/20th of the wages (~~he/she has~~) they have earned during the thirty (30)
32 calendar days immediately preceding that Statutory Holiday.
33

34 Agreed – December 12, 2024
35

36 **19.04** An employee who qualifies for Statutory Holiday pay in accordance with Article 19.03
37 and is not required by the Company to work on any of the above Statutory Holidays,
38 shall be paid the equivalent of the wages (~~he/she~~) they would have earned at his/her
39 regular basic hourly rate for (~~his/her~~) their normal hours of work.
40

41 Agreed – December 12, 2024
42

43 **19.05** An employee who qualifies for Statutory Holiday pay in accordance with Article 19.03
44 and is required by the Company to work on a regularly scheduled shift on any of the
45 above Statutory Holidays, shall be paid one and one-half (1 1/2) times (~~his/her~~) their
46 regular basic hourly rate for time worked during (~~his/her~~) their normal hours of work

1 on such Statutory Holiday in addition to (~~his/her~~) their pay under Article 19.04. Any
2 hours worked by an employee on a Statutory Holiday before or after (~~his/her~~) their
3 regularly scheduled shift will be paid at the rate of double (2.0) time.

4
5 When an employee volunteers to work a Statutory Holiday on (~~his/her~~) their regularly
6 scheduled rest day, the overtime rates prescribed in Article 17.08 shall apply.

7
8 Agreed – December 12, 2024

9
10 **19.06** If any of the above Statutory Holidays are observed by the Company while an
11 employee is on a scheduled vacation or on (~~his/her~~) their regular day off, the Company
12 shall compensate the employee on the following basis:

13
14 a) the equivalent of the wages (~~he/she~~) they would have earned at (~~his/her~~) their
15 regular basic hourly rate for (~~his/her~~) their normal hours of work; or,

16
17 b) a day off with pay, in accordance with (a) above, in lieu of the Statutory Holiday.

18
19 Such day may be taken in conjunction with (~~his/her~~) the employee's vacation or at
20 some other mutually agreeable time.

21
22 Agreed – December 12, 2024

23
24 **19.07** No employee is entitled to be paid for a Statutory Holiday on which (~~he/she~~) they
25 did not report for work after having been scheduled or called to work for that day,
26 unless their absence occurred for a legitimate reason acceptable to the Company.

27
28 Agreed – December 12, 2024

29
30 **19.08** Where a new employee who has not attained thirty (30) calendar days of employment
31 with the Company is required to work on a Statutory Holiday, (~~he/she~~) they shall be
32 paid according to the Canada Labour Code for the time worked by (~~him/her~~) the
33 employee on that day.

34
35 Agreed – December 12, 2024, and March 12, 2025

36
37 **ARTICLE 21 – BENEFITS**

38
39 **21.02** The Company will provide, at no cost to the employee, complete properly fitting
40 uniforms. The minimum Company issued airside, Hold Baggage Screening (HBS),
41 Non-Passenger Screening (NPS) and Non- Passenger Screening Vehicle (NPSV)
42 uniform shall be as follows:

43

Items List	HBS	NPSA	NPST	NPSV
Industrial Work Gloves	Y	*	*	Y
Hearing Protectors	Y	*	*	Y

Coveralls	*	*	*	Y
Insulated Coveralls	*	*	*	Y
Parka	*	Y	*	Y
Steel-toed Work Boots	*	*	*	Y
High Visibility Vest	*	*	*	Y
Hard Hat/Hearing Prot.	N	N	N	Y
Thermal Undergarment	*	*	*	Y
Insulated Gloves	*	*	*	Y
Safety Glasses	(N) <u>Y</u>	N	N	Y
Rain Gear	N	*	N	Y

(*) = As Required (Y) = Required
(N) = Not Required

The Company will make best efforts to provide permanent individual proximity storage for employees assigned to work Non-Passenger Screening Vehicle operations for storage of additional uniform pieces.

The controlled uniform items remain the property of the Company and upon termination of employment, must be returned in a clean state prior to issuance of final pay cheque.

The Company will pay for alterations to uniforms with Management approval.

The Company will provide any other apparel or Personal Protection Equipment (PPE) deemed necessary by Employment and Social Development Canada (ESDC).

Agreed – January 16, 2025

21.03 Sick Leave

- a) Each January 1st all employees will accrue paid Sick Leave entitlement at ~~(eight (8))~~ ten (10) days per calendar year. Sick days may be accumulated and carried over year-to-year up to a maximum of twelve (12) days, without limiting or affecting the maximum rate of accrual for that next year. All days accumulated in excess of twelve (12) days as of ~~(April 1st)~~ December 31st each year will be paid out to the employee on the first regular pay in ~~(May)~~ February each year at the hourly rate in effect

~~(Employees are eligible to receive Sick Leave pay for all absences related to illness/injury to the extent of accumulated hours in their sick bank.)~~

Employees who are inactive (with the exception of employees absent on a Personal Leave under Article 13, for reasons not covered by protected leaves under the

1 Canada Labour Code) will accrue any missed accrual of paid sick leave days on the
2 first pay period after their return to work.

3
4 Paid sick leave days can only be taken in increments of one (1) day, regardless of
5 the amount of work time missed. Only the employee, may decide to categorize an
6 absence as paid sick leave, when the length of the absence is less than the
7 employee's complete shift. In this circumstance, the employee will need to advise
8 the employer to deduct a day from their paid sick leave entitlements in order to be
9 paid.

10
11 When an employee is absent from work for a complete shift, and they inform the
12 Company of that absence using the established process (i.e. sick line), they shall
13 automatically be paid from their paid sick leave entitlements, to the extent of the
14 employee's accrued entitlement. Employees may take paid sick leave days for any
15 of the following reasons:

- 16
- 17 • Personal illness or injury of the employee
- 18 • Organ or tissue donation from the employee
- 19 • Medical appointments for the employee during working hours
- 20 • Quarantine of the employee
- 21

22 All unused sick (~~time~~) leave day(s) shall be paid out upon termination of the
23 employment relationship resulting from a change in the Service Provider, resignation
24 or retirement.

25
26 A paid sick leave day is equal to the employee's scheduled shift length at the time
27 the leave is taken or paid. For example, if an employee is scheduled ten (10) hours
28 and a sick leave day is taken or paid, the employee will be paid ten (10) hours.

29
30 Employees who suffer from a recognized disability, or suitably verified illness, which
31 requires recurring treatment/visits or that is recurring in nature, must submit a doctor's
32 certificate to the Company, which includes the expected duration and reassessment
33 period. Absences related to such a documented medical condition will not require an
34 additional medical certificate for each absence, however the employee must provide
35 and renew a medical certificate following reassessment or semi-annually, whichever
36 occurs first.

37
38 Employees who are absent due to illness for (~~three (3)~~) five (5) or more days may be
39 requested to provide a doctor's note. (~~upon his/her return to work~~). The request must
40 be in writing, no later than fifteen (15) days after the employee's return to work.

1
2 All leaves taken under the Canada Labour Code, including but not limited to
3 entitlements for paid sick leave are protected absences, and are excluded for the
4 purposes outlined in the Company's AMP. For clarity, employees cannot be
5 penalized for exercising their right to leaves prescribed by the Canada Labour Code.
6

7 If the Company requests a Functional Abilities Form ("FAF") to be completed the
8 designated Union Representative will receive a copy of that FAF. Once a FAF is
9 complete, the designated Union Representative will receive a copy, if the employee
10 consents to this by completing the appropriate section on the FAF, however, if an
11 employee is seeking accommodation, the FAF will be provided to the Union to
12 facilitate the accommodation request.
13

14 Any costs associated with Company requested Functional Ability Forms (FAF's) or
15 CATSA required medical documentation and/or certificates will be reimbursed to the
16 employee on a receipted basis.
17

18 Agreed – June 3, 2025
19

20 **21.03 Personal Days**
21

- 22 d) All employees are entitled to five (5) days of personal leave per calendar year.
23 Employees with at least three (3) months of consecutive months of continuous
24 employment will be entitled to the first three (3) days of leave with pay. Personal days
25 can only be used to be absent from work for certain reasons, according to the Canada
26 Labour Code, as may be amended from time to time. The Company may request that
27 an employee provide supporting documents concerning the reasons for personal leave.
28 The Company may request this documentation up to fifteen (15) days after an employee
29 returns to work, and an employee must provide these supporting documents if it is
30 possible to obtain them.
31

32 All leaves taken under the Canada Labour Code, including but not limited to entitlements
33 for paid sick leave are protected absences, and are excluded for the purposes outlined
34 in the Company's AMP. For clarity, employees cannot be penalized for exercising their
35 right to leaves prescribed by the Canada Labour Code.
36

37 Agreed – November 3, 2025
38
39
40
41

1 **ARTICLE 23 - NOTICES**
2

3 **23.01** Any Notice in writing which either party gives to the other, shall be by Registered Mail
4 or other traceable means and addressed as follows:

5
6 **To the Company**

7
8 Paladin Airport Security Services (PASS)
9 PO Box 32325
10 3800 Grant McConachie Way
11 Richmond, BC
12 V7B 1W0

13
14 Email: pacific.slt@paladinairportsecurity.com or [peopleculture-](mailto:peopleculture-pacific@paladinairportsecurity.com)
15 pacific@paladinairportsecurity.com
16

17 **To the Union**

18
19 International Association of Machinists
20 & Aerospace Workers
21 Transportation District 140
22 7980 River Road,
23 Richmond, BC
24 V6X 1X7

25
26 Email: Notification to the designated Bargaining Agent Representative(s)
27

28 Agreed – January 15, 2025
29

30
31 **ARTICLE 24 - HUMAN RIGHTS**
32

33 **24.01 a)** The Company and the Union recognize the right of employees to work in a harassment
34 free environment and are committed to providing a workplace that is supportive of the
35 dignity, self-esteem and contribution of all employees.
36

37 Workplace harassment and violence are defined as any action, conduct or comment,
38 including of a sexual nature that can reasonably be expected to cause offence,
39 humiliation or other physical or psychological injury or illness to an employee, including
40 any prescribed action, conduct or comment or as otherwise prescribed in legislation.
41

42 If the Company has reasonable cause to believe that there is an occurrence which poses
43 an immediate danger to the health and safety of an employee, or that there is a threat of
44 such an occurrence, the Company will immediately take steps to respond to that
45 occurrence or threat of occurrence.
46

1 i) ~~**Discrimination / Harassment Prohibited**~~

2
3 The Company and the Union agree that discrimination and/or harassment of any
4 employee because of sex, colour, national origin, religion, age, marital status,
5 sexual orientation or disability is absolutely prohibited.

6
7 ii) ~~**Sexual Harassment**~~

8
9 Sexual harassment means any deliberate and/or repeated, unwelcome behavior,
10 comment, gesture or contact of a sexual nature that might, on reasonable grounds,
11 to be perceived by that employee as creating an uncomfortable working
12 environment or placing a condition of a sexual nature on employment or any
13 opportunity for training or promotion.

14
15 iii) ~~**Bullying**~~

16
17 Bullying is usually seen as acts or verbal comments that could “mentally or
18 psychologically” hurt or isolate a person in the workplace. Sometimes, bullying can
19 involve physical contact, as well. Bullying usually involves repeated incidents or a
20 pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a
21 particular person or group of people. It has also been described as the assertion
22 of power through aggression.

23
24 Unlikely to lead to physical violence, it usually takes the form of physiological
25 abuse. Often, verbal and strategic insults are intended to prevent targets from
26 being successful in their job.

27
28 iv) ~~**Workplace Violence**~~

29
30 Workplace violence and aggression occur when an employee is abused,
31 threatened, or assaulted. In essence, the definition of workplace violence extends
32 to any action or behaviour that could lead to an incident that impacts the
33 health and safety of an employee.

34
35 Every employee has the right to work in an environment of mutual respect, free from
36 discrimination and harassment based on any of the above categories. Action or actions
37 contravening this Policy may constitute grounds for discipline, up to and including
38 termination with cause.

39
40 b) ~~**Confidentiality**~~

41
42 All personal information concerning domestic violence will be kept confidential in line
43 with relevant legislation. No information, regarding domestic violence, will be kept on a
44 employee’s personnel file without their express written permission.

1 c) **Complaint Procedure**

- 2
- 3 i) Any complaint involving allegations of (~~conduct, as defined in Article 24.01~~) workplace
4 harassment or violence, may be reported in confidence, by completing a Harassment
5 Complaint form and delivering same directly to the Company Senior Director of
6 Human Resources or their designate, with a copy to the Bargaining Agent.
- 7
- 8 ii) Any such complaints shall be processed in accordance with the Workplace
9 Harassment and Violence Prevention Policies that have been jointly developed
10 and/or modified by the Company and the Union.
- 11
- 12 iii) The Company shall provide the (~~complainant~~) principal party or witness with the
13 reasonable time necessary to complete the complaint form during shift without loss
14 of pay.
- 15
- 16 iv) Once a complaint(s) is brought forward, both the Bargaining Agent and the Company
17 Senior Director of Human Resources or their designate must immediately be made
18 aware of the complaint in writing, within one (1) business day.
- 19
- 20 v) A Union representative, designated by the Bargaining Agent, will be present while the
21 complaint is investigated in a fair and impartial manner that protects the privacy
22 interest of all involved - the (~~accused-offender~~) responding party as well as the
23 (~~complainant~~) principal party.
- 24
- 25 vi) The name(s) of the (~~complainant~~) principal party, witness or the (~~accused-offender~~)
26 responding party or the circumstances related to the complaint will not be disclosed
27 except where disclosure is necessary for the purpose of investigating the complaint
28 or taking related disciplinary measures.
- 29
- 30 vii) (~~The individual accused of harassment has the right to know and respond~~
31 ~~to all allegations of conduct as defined in Article 24.01.~~)
- 32
- 33 viii) (~~The Company will commence an investigation into the complaint within five (5)~~
34 ~~business days of receipt of the complaint and take actions it considers appropriate to~~
35 ~~resolve the complaint within sixty (60) days.~~)
- 36
- 37 ix) Both the (~~complainant~~) principal party and the (~~accused-offender~~) responding party
38 will be provided with the investigation findings in writing within ten (10) days, following
39 the conclusion of the investigation. For clarity, investigation findings means whether
40 the complaint was found to be warranted, including the basis for that determination,
41 as well as any closure actions that will be taken by the Company. Note that closure
42 actions regarding a specific person will not be disclosed to any other party involved
43 in the complaint or investigation.
- 44
- 45 x) Timelines contained within this clause may be modified by agreement between the
46 parties, where the complexity of the complaint, and/or availability of

1 the (~~complainant~~) principal party, (~~accused~~) responding party or witnesses, warrant
2 such a modification. This agreement will not be unreasonably withheld.
3

4 **24.02** Notwithstanding, the provisions of Article 24.01, the Company will comply with current
5 Federal legislation and regulations governing workplace harassment and violence
6 prevention, as may be amended from time to time. The provisions contained in Article
7 24.01(c), shall not negate the right of an employee (~~complainant or respondent~~) (principal
8 party or responding party) to have a complaint related to workplace harassment or
9 violence prevention investigated in accordance with the applicable Federal legislation and
10 regulations.
11

12 **24.03** Nothing in this Article shall be considered to negate the right of an employee to seek
13 compensation through civil action or other legal means for any damages arising from a
14 bona fide complaint of harassment, including but not limited to filing a Human Rights
15 Complaint.
16

17 **24.04** The strict prohibitions referred to in (~~Article 24.01~~) the Workplace Harassment and
18 Violence Prevention Policy or as otherwise prescribed in legislation, are to be interpreted
19 and applied in accordance with the notion of a reasonable Duty to Accommodate.
20

21 **24.05** Right of an Arbitrator
22

23 a) An Arbitrator hearing a complaint or grievance under this Article shall have
24 jurisdiction to:

25
26 i) dismiss the complaint or grievance;

27
28 ii) determine the appropriate redress regarding the complaint or grievance.
29

30 **24.06** Transfer of Harasser
31

32 Where (~~the discrimination or harassment~~) a complaint is proven and results in the
33 transfer of an employee, it shall be the offender who is transferred to an alternative
34 point or shift. The (~~complainant~~) principal party shall only be transferred with the
35 (~~complainant's~~) their consent.
36

37 Agreed – November 5, 2025
38
39

40 **ARTICLE 25 - HEALTH AND SAFETY**
41

42 **25.02** The Company will make reasonable provisions for the safety and health of its
43 employees during the hours they are actively at work including:

44
45 a) A sufficient supply of latex and cotton gloves will be provided at each screening
46 point for the use of employees, on an as needed basis, when the employee

1 believes there is a health risk. Any issue regarding allergies will be dealt with
2 on an individual basis. The Health and Safety Committee will monitor and make
3 recommendations.

- 4
5 b) If at any time, in any work area, the conditions become unbearable to work in
6 accordance to the Canada Labour Code Part II, whether it is heat or cold, the
7 Company will provide the necessary equipment to make the workplace
8 bearable to work in.

9
10 Agreed – December 12, 2024

11
12
13 **ARTICLE 26 – JOB POSTINGS**

14
15 **26.02** All Bargaining Unit vacancies, including training opportunities, will be posted for a period
16 of seven (7) calendar days on Company bulletin boards in the workplace at the Site. The
17 posting(s) shall specify any pre-requisites as outlined in the Standard Operating
18 Procedures (SOPs), if applicable. If no suitable applicants are brought forward by this
19 posting within the seven (7) calendar days specified, the Company will meet with the
20 Bargaining Agent to determine the best way to fill the vacancy.

21
22 The Company will provide the (Chief) Shop Committee Chair (Steward) or (his/her) their
23 designate(s) with a copy of all postings, by electronic means, prior to posting in the
24 workplace.

25
26 Agreed – March 11, 2025

27
28
29 **ARTICLE 28 - VRSC (VOLUME, RISK, STRESS & CONSEQUENCES)**

30
31 ~~A Volume, Risk, Stress and Consequences (“VRSC”) monthly bonus payment will be~~
32 ~~provided to full-time employees at the following four (4) airports (the “VRSC Airports”),~~
33 ~~based on the following rates (the “Applicable Percentage”):~~

- 34
35 1) Vancouver _____ 5%
36 2) Victoria _____ 5%
37 3) Kelowna _____ 5%
38 4) Prince George _____ 2.5%

39
40 ~~For further clarity, the VRSC payment will not be provided to employees at any airport~~
41 ~~covered by this Agreement that is not referred to above.~~

42
43 ~~The Annual VRSC amount is calculated by taking the Level 3.4 hourly rate multiplied by~~
44 ~~2080 hours, multiplied by the Applicable Percentage. The Annual VRSC amount is~~
45 ~~divided by 12 to provide a Monthly VRSC payment.~~

~~The Monthly VRSC Payment will be paid by the end of the month next following the month in which it is earned by the Screening Officer working at least a majority of his/her scheduled shifts in the month. It is understood that paid absences (i.e., Vacation, Paid Sick, Bereavement, etc.) provided for in this Agreement shall be counted as shifts worked in this calculation.~~

~~Part time employees at the VRSC Airports with a minimum of sixteen (16) hours up to thirty (30) hours per week will receive sixty percent (60%) of the Monthly VRSC Payment.~~

~~**The 2022 annual VRSC payment, in effect on April 1, 2022, divided by 2080 hours will be rolled in to the base rate identified in Appendix A effective October 23, 2022.**~~

Delete – Article redundant

Agreed – December 12, 2024

ARTICLE 29 - C.O.L.A. (COST OF LIVING ADJUSTMENT)

~~A Cost of Living Adjustment (“COLA”) monthly payment will be provided to full-time employees at the following airports (the “COLA Airports”) based on the following rates (the “Applicable Percentage”):~~

1) Vancouver	5%
2) Victoria	2.5%
3) Kelowna	1.5%
4) Prince George	1.5%
5) Penticton	1.5%
6) Campbell River	1.5%
7) Castlegar	1.5%
8) Comox	1.5%
9) Cranbrook	1.5%
10) Nanaimo	1.5%

~~For further clarity, the COLA payment will not be provided to employees at any airport covered by this Agreement that is not referred to above.~~

~~The Annual COLA amount is calculated by taking the Level 3.4 hourly rate, multiplied by 2080 hours, multiplied by the Applicable Percentage. The Annual COLA amount is divided by 12 to provide a Monthly COLA payment.~~

~~The Monthly COLA payment will be paid by the end of the month next following the month in which it is earned by the Screening Officer working at least a majority of his/her scheduled shifts in the month. It is understood that paid absences (i.e., Vacation,~~

1 ~~Paid Sick, Bereavement, etc.) provided for in this Agreement shall be counted as~~
2 ~~shifts worked in this calculation.~~

3
4 ~~Part time employees at the COLA Airports with a minimum of sixteen (16) hours up~~
5 ~~to thirty (30) hours per week will receive sixty percent (60%) of the Monthly COLA~~
6 ~~payment applicable at that airport.~~

7
8 ~~The 2022 annual COLA payment, in effect on April 1, 2022, divided by 2080~~
9 ~~hours will be rolled in to the base rate identified in Appendix A effective October~~
10 ~~23, 2022.~~

11
12 Delete – Article redundant

13
14 Agreed – December 12, 2024

15
16
17 **ARTICLE 30 – (LEAP &) NORTHERN LIVING ALLOWANCE (NLA) - YXJ**

18
19 ~~Local Employment Adjustment Plan (LEAP) monthly payment will be provided to full-time~~
20 ~~employees at the Fort St. John Airport based upon a rate of (three percent (3%)) one and~~
21 ~~one-half percent (1.5%), as follows:~~

22
23 ~~The annual LEAP amount is calculated by taking the Level 3.4 hourly rate, multiplied by~~
24 ~~2080 hours, multiplied by (three percent (3%)) one and one-half percent (1.5%). The~~
25 ~~annual LEAP amount is divided by 12 to provide a Monthly LEAP Payment.~~

26
27 ~~Monthly LEAP Payment will be paid by the end of the month next following the month in~~
28 ~~which it is earned by the Screening Officer working at least a majority of (his/her) the~~
29 ~~employee's scheduled shifts in the month. It is understood that paid absences (ie.~~
30 ~~Vacation, Paid Sick, Bereavement, etc.) provided for in this Agreement shall be counted~~
31 ~~as shifts worked in this calculation.~~

32
33 ~~Part time employees with a minimum of sixteen (16) hours up to thirty (30) hours per week~~
34 ~~will receive sixty percent (60%) of the Monthly LEAP Payment.~~

35
36 ~~Note: Any increase in scheduled hours worked by employee(s) resulting from~~
37 ~~Article(s) 17.06, 17.07 or 17.13, following a shift bid will be included in~~
38 ~~determining an employee's entitlement and eligibility for LEAP. That is, part~~
39 ~~time employees who work a minimum of sixteen (16) hours but less than thirty~~
40 ~~(30) hours per week on average during any LEAP qualifying period shall be paid~~
41 ~~part time LEAP in respect of that LEAP qualifying period and part time employees~~
42 ~~who work thirty (30) hours or more during any LEAP qualifying period shall be~~
43 ~~paid full time LEAP in respect of that LEAP qualifying period.~~

44
45 ~~In accordance with Canada Revenue Agency (CRA) regulations, the Company agrees to~~
46 ~~provide employees in Fort St. John with eligible tax credits as permitted in the Intermediate~~

1 Zone for Northern Living Allowance, which will be reflected in box 32 of the employee's T4
2 slip (from the annual LEAP payment) an amount equal to 1.5% of the employee's annual
3 gross earnings.

4
5 ~~(Half of the 2022 annual LEAP payment, in effect on April 1, 2022, divided by 2080 hours~~
6 ~~will be rolled in to the base rate identified in Appendix A effective October 23, 2022.)~~

7
8 ~~(For clarity, the LEAP will be amended from three (3%) to one and half (1.5%) effective~~
9 ~~October 23, 2022.)~~

10
11 Effective the pay period following the date of ratification or finalization of the Collective
12 Agreement, the annual LEAP payment in effect on April 1, 2025, divided by 2080 hours will
13 be rolled in to the base rate identified in Appendix A for the Fort St. John bargaining unit.

14
15 Agreed – August 20, 2025

16
17
18 **LETTER OF AGREEMENT # 1 - PERFORMANCE BONUSES**

19
20 Renew

21
22 Agreed – March 12, 2025

23
24
25 **LETTER OF AGREEMENT # 2 - UNIFORM STORAGE**

26
27 Renew

28
29 Agreed – March 11, 2025

30
31
32 **MEMORANDUM OF AGREEMENT # 1 - PERSONAL PAID LEAVE**

33
34 Employees are permitted to use sick days as personal paid leave, with the exception of the
35 last two weeks of December and the first week of January. However, the employee must have
36 sufficient time in their sick bank to cover the hours of the shift being requested as personal paid
37 leave. There will be at least one personal paid leave granted by the Company, per airport, on
38 any given day, outside of the excluded period, provided the employee requesting the day has
39 the time in (his/her) their sick bank. The Company will award personal paid leaves within 14 days
40 of the date being requested. Employees will use best efforts whenever possible to give the
41 Company at least fourteen (14) days' notice of a request. If there is more than one request for the
42 same day, the day off will be granted on the basis of seniority.

43
44 When the Company offers leaves of absences, employees will have the option to convert the
45 leave of absence into personal paid leave, as outlined above, in addition to the specified
46 minimums.

1
2 Renew

3
4 Agreed – March 12, 2025

5
6
7 **MEMORANDUM OF AGREEMENT # 2 - ARTICLE 17 - AUXILIARY SHIFT SCHEDULES**

8
9 10. Employee(s) who bid an Auxiliary Schedule Shift shall be entitled to all rights and benefits
10 under the Collective Agreement or as otherwise specified in this Memorandum of Agreement,
11 with one (1) exception from Article 17.13. These employee(s) (~~who bid an Auxiliary Schedule~~
12 ~~Shift~~) shall have (~~the same~~) shift give away and shift trade privileges as set out in Article
13 17.13, however, they shall (~~not~~) only have the right to pick up shifts from other employees,
14 where:

15
16 (a) the Company has no additional hours to offer, or

17
18 (b) the employee applies for additional hours and they are not successful in being awarded
19 additional hours in accordance with Article 17, or

20
21 (c) when the employee is scheduled forty (40) hours for the week as defined in Article 17.02.

22
23 Any matters arising from the interpretation or application of this agreement will be discussed
24 and mutually agreed between the Company and the Union.

25
26 This Agreement shall be reviewed by the parties on an annual basis, commencing September 1,
27 (~~2023~~) 2026, and adjustments may be made to the administration of these provisions. Should
28 either party be of the opinion that this Agreement has caused that party, unforeseen material
29 adverse consequences, that Party may refer the issue to Arbitration, pursuant to Article 7, for a
30 determination of a fair and equitable resolution. The parties further agree that the next scheduled
31 expedited arbitration dates will be utilized to hear the matter.

32
33 Agreed – June 20, 2025

34
35
36
37 **MEMORANDUM OF AGREEMENT #3 – ARTICLE 17.06(1) – FILLING OF VACANT LINES**

38
39 This Memorandum of Agreement is entered into on a without precedent or prejudice basis to
40 provide for a process for filling vacant lines pursuant to Article 17.06 (1), in certain circumstances
41 as outlined below. (~~and to resolve all outstanding grievances, as specified and listed at Appendix~~
42 ~~A (attached).)~~ Unless stated in this Memorandum of Agreement the terms and conditions of this
43 Collective Agreement (~~#3~~) apply.

44 The parties agree as follows:

- 1 1. If a vacant line posted is a PBS line and the most senior eligible employee bidding holds a
2 schedule in NPSV or HBS, as outlined in Article 17.01 (b) then:
3
 - 4 a. The matter will be referred to the Joint Scheduling Committee (JSC), in accordance
5 with Article 17.06, to evaluate the qualification impact of allowing the employee to
6 vacate their schedule in NPSV or HBS.
7
 - 8 b. If there is no qualification impact, then the bid will be awarded.
9
 - 10 c. If there is a qualification impact, then options for mitigating that impact will be
11 discussed and agreed upon by the JSC.
12
 - 13 d. Should the JSC be unable to reach agreement as outlined in points (b) and (c) above,
14 the Company may grant or deny the awarding of the vacant line to that employee.
15
 - 16 e. If the Company denies the awarding of the vacant line, the employee will receive any
17 additional hours that the employee would have been entitled to if the vacant line had
18 been awarded. These additional hours will be added to the employee's existing
19 schedule. For example, if the employee holds a twenty-four (24) hour line in NPSV
20 and bid on a vacant line in PBS of thirty-two (32) hours, which was denied, then in
21 consultation with the affected employee, the Company will add one (1) additional
22 eight (8) hour shift or the equivalent of eight (8) hours to the employee's existing
23 schedule for the remainder of the current shift bid or as otherwise specified in the
24 vacant line posting. If, following consultation, no agreement can be reached between
25 the employee and the Company, the matter will be escalated to Transportation District
26 140 and Human Resources for resolution.
27
 - 28 f. In circumstances where the Company denies the awarding of the vacant line to the
29 senior eligible employee, the next most senior eligible employee that bid will be
30 considered, subject to the application outlined in this MOA, however, the additional
31 hours process outlined in item (e) will be limited to the number of vacant lines
32 available in the posting, i.e. if three (3) lines were available, then three (3) employees
33 would be eligible for additional hours, provided they were denied the award. This will
34 continue until the vacant line is awarded or all employees bidding on the vacant line
35 have been considered.
36
 - 37 g. If the vacant line is not awarded after exhausting the above processes, then the JSC
38 will determine how to best allocate the hours for employees, to ensure the
39 maximization of hours in accordance with Article 17.01(a).
40
 - 41 h. Any line vacated by this process will be re-posted to a maximum of two (2) postings,
42 consistent with the provisions of Article 17.06 (1).
43
- 44 2. If the vacant line posted is a NPSV or HBS line, the usual process will apply, i.e. all
45 employees are eligible to bid and will be awarded on a voluntary basis by classification
46 seniority order and qualifications.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

3. ~~(The list of outstanding grievances and specified settlements attached at Appendix A will be paid to employees within fourteen (14) calendar days from the date of signing of this MOA.)~~

Any matters arising from the application or interpretation of the foregoing will be discussed and mutually agreed between the parties or failing agreement, referred to expedited arbitration in accordance with the Collective Agreement. This Memorandum of Agreement shall expire on March 31, ~~(2024)~~ 2028 and shall not continue beyond that date, unless expressly renewed by mutual agreement in writing between the parties.

Agreed – August 20, 2025

MEMORANDUM OF AGREEMENT # 4 - TEMPORARY ASSIGNMENTS BETWEEN IAM BARGAINING UNITS

This Memorandum of Agreement is entered into on a without precedent or prejudice basis to specify the requirements, terms, and conditions relating to the temporary assignment of employees between IAM Bargaining Units.

Unless stated in this Memorandum of Agreement the terms and conditions of this Collective Agreement ~~(#4)~~ apply.

Agreed – March 12, 2025

MEMORANDUM OF AGREEMENT # 7 AMENDMENTS TO THE CANADA LABOUR CODE - RE: PAID SICK LEAVE

Delete – Redundant

Agreed – December 12, 2024

MEMORANDUM OF AGREEMENT # 8 - AMENDMENTS TO THE CANADA LABOUR CODE RE: PAID SICK LEAVE AND PERSONAL LEAVE

Incorporate into Article 21.03(a) & (d) – Delete

Agreed – December 12, 2024, June 3, 2025 & November 3, 2025