



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 – PACIFIC REGION ATTENDANCE MANAGEMENT POLICY GRIEVANCE

Dear Members:

The IAM filed a policy grievance on September 30, 2025, asserting that the Employers Attendance Management Program violated the Collective Agreement and the Canada Labor Code.

The parties agreed to refer the matter to Arbitrator Bell for resolution, and a settlement was reached on July 21, 2026.

The parties have agreed to resolve the Policy Grievance on the terms and conditions set out below:

- All AMP Stage letters issued to members currently subject to the Attendance Management Program are rescinded, effective immediately.
- The current Attendance Management Program is discontinued effective July 21, 2026.
- The employer is developing a new Attendance Management Program and will consult with the IAM prior to the introduction.
- The settlement is without prejudice to the Union's right to grieve any future Attendance Management Policy.
- The employer alleges that between June 23, 2026, and July 21, 2026, that members in the program may have engaged in culpable absenteeism. The employer will meet with those members prior to September 16, 2026, with a Shop Steward present to reset the employers' expectations regarding attendance. The employer may issue non-disciplinary letters of expectation where appropriate.
- For those members receiving a letter of expectation if there are further instances of culpable absenteeism up to the start of a new program the employer may discipline for culpable absenteeism in accordance with the Collective Agreement and the Union maintains the right to grieve any such discipline in accordance with the Collective Agreement. The discipline would be referred to interim expedited arbitration before Arbitrator Bell.
- Arbitrator Bell remains seized on the interpretation and implementation of the settlement.

Thank you for your patience and support.

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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