



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

AIR CANADA MEMBERS

EMPLOYEE TRAVEL POLICY

- ABSENCE FOR MORE THAN 360 DAYS -

Dear Brothers & Sisters:

In 2013, Air Canada modified its Employee Travel Policy to reduce personal pass travel for employees off work for longer than one (1) year (365 Days), and further modified it in 2014, whereby Members who were absent from work for more than 365 days were only entitled to three (3) travel passes per year until such time as they returned back to work.

Transportation District 140 filed grievances regarding this Travel Policy change alleging that the policy change was an unreasonable exercise of Management rights and contrary to the Canadian Human Rights Act.

In a full and final settlement the Union and the Company ("the Parties") entered into a Memorandum of Settlement in relation to all matters relating to these grievances and agreed to the following:

1. The Grievances are withdrawn and permanently discontinued.
2. The Company will amend its personal pass travel policy effective immediately, removing the limitation on personal pass travel passes allotted to employees who are on a leave of absence for longer than one year.
3. Sick and injured employees must complete the Fitness for Air Travel form and submit it to Air Canada's Occupational Health Services (OHS) who will conduct an individualized assessment. This assessment will determine if the employee is medically fit to travel as a passenger. If approval is granted, this assessment will also determine if the employee qualifies for approval of travel for a 12-month period or whether a more frequent review is required prior to subsequent travel. Moreover, the employee is required to immediately notify OHS and submit a revised Fitness for Air Travel for each time there is a new medical condition or a change to the declared medical condition that alters the information previously provided on the form.
4. The Company and the Union agree that the Memorandum of Settlement constitutes the complete and final settlement of all matters relating to the grievances and that further, they will not file any grievance or institute any proceedings before any arbitrator, judge, adjudicator, commission or tribunal in relation thereto.
5. The Memorandum of Settlement is made without prejudice or precedent to any other existing or future matters between the Union and the Corporation and will not be raised in any other matter between the parties.

In Solidarity,

Fred Hospes, President & Directing General Chairperson
Transportation District 140, IAMAW

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