



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 AIR CANADA TMOS NEW SICK LEAVE

Dear Brothers and Sisters,

Recently, your Committee of General Chairpersons met with Air Canada Labour Relations to discuss changes to the sick leave provisions of the Canada Labour Code (CLC).

Members are advised that the new sick leave provisions of the CLC have been integrated into the legacy sick leave provisions contained in our Collective Bargaining Agreement (CBA).

Under the CLC, federally regulated employees are entitled to accrue up to ten (10) paid sick days per calendar year. As of January 1, 2023, employees were allocated three (3) paid sick days and will further accrue one (1) day of paid sick leave per month up to a maximum of ten (10) days per calendar year.

For 2024 and subsequent years, one (1) paid day of sick leave per month will be accumulated as of January 1st, up to the maximum of ten (10) paid days per calendar year. Unused CLC sick days will be carried over into subsequent years up to the maximum of ten (10) sick days per calendar year.


Note that CLC paid sick days do not count as occurrences under the Addendum to Appendix VII of the CBA and are not subject to the associated penalties or time windows, but your legacy collective agreement rights remain intact.

Starting January 1, 2023, Members accessing sick days will have their accumulated CLC sick bank debited first. If/once the CLC bank is exhausted, any additional sick days will be applied in accordance with the existing (CBA) legacy sick leave provisions.


The CLC states that employers may request medical substantiation for absences lasting five (5) days or longer. At this time Air Canada has not advised of any amendments to their Attendance Management Policy.


In solidarity,



Dave Flowers
President & Directing
General Chairperson



Steve Prinz
General Chairperson
Western Region


Kevin Timms
General Chairperson
Western Region


Mahmoud Khatib
General Chairperson
Central Region


Dan Janssen
General Chairperson
Central Region


Serge Gelinas
General Chairperson
Eastern Region


Ed Hepburn
General Chairperson
Atlantic Region

GC/mdr

BULLETIN NO. 003 – ISSUED FEBRUARY 2, 2023 PLEASE COPY, POST AND CIRCULATE

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