



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 IAM MEMBERS

AIR CANADA COVID 19 VACCINE POLICY GRIEVANCE COMPANY FAILURE TO ACCOMMODATE EXEMPT MEMBERS ARBITRATION WIN

Dear Brothers and Sisters,

We're pleased to share a major arbitration win for our members who were granted COVID-19 vaccination exemptions but were not provided appropriate accommodations during the pandemic.

The Arbitrator ruled that the company could and should have ensured these members who had approved exemptions had the ability to continue to safely access the workplace and earn income, as per the guidance of the government's Interim Orders. Recognizing the unique, temporary nature of the vaccination policy, the arbitrator found that the company should have tolerated short-term disruptions rather than forcing exempted employees onto unpaid leave. As a result, the Arbitrator determined that the company failed to meet its duty to accommodate and has ordered that affected members be made whole, with ongoing oversight to ensure fair implementation. This ruling upholds our members' rights and underscores the importance of accommodations for protected groups.

While we celebrate this success, we continue to work on behalf of those members whose exemptions were outright denied by the company. Moving forward, our focus will be on the next arbitration process to address these final grievances related to the vaccination mandate.

Thank you for your patience and support as we see this through to the end. We'll provide updates as this process moves forward.

In solidarity,

Dave Flowers
President & Directing
General Chairperson

Mahmoud Khatib
General Chairperson

Chris Greniuk
General Chairperson

Jason Jiskra
General Chairperson

Chris Lipsit
General Chairperson

Craig Chard
General Chairperson

Rene Grenon
General Chairperson

Dan Janssen
General Chairperson

Lou Pagrach
Grand Lodge Rep.

GC\mdr

BULLETIN NO. 032 – ISSUED NOVEMBER 22, 2024 PLEASE COPY, POST AND CIRCULATE

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

- Halifax – Tel/Tél. : 902-481-0077 Fax/Téloc.: 902-481-0079
- Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téloc.: 204-987-9252
- Calgary – Tel/Tél. : 403-250-3708 Fax/Téloc.: 403-250-3707
- Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téloc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)
- Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téloc.: 604-448-0710 (Toll free/Sans frais : 1-888-310-1688)
- Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téloc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)

