



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

IAM DISTRICT 140 MEMBERS AT PASS COLLECTIVE AGREEMENT & PERSONAL BREAKS

Dear Members:

November 10, 2024: The Union filed a grievance to challenge and rectify the changes made unilaterally by the Company to when and how breaks are taken.

November 16, 2024: The Union wrote to the Company again about the breaks issues (conjoining of breaks, the order that breaks are taken, etc.) and about paid break entitlement when working overtime and about errors on employees' pay.

November 18, 2024: The Union informed the Company of additional payroll discrepancy issues and the past practice regarding breaks and requested that the Company suspend the planned deductions.

November 19, 2024: A Union rally was held at YVR to draw attention to employee concerns and demand the Respect and C.A.R.E. culture that screeners were promised.

November 23, 2024: The Company filed a complaint with the Labour Board alleging that some employees were engaged in unlawful collective work refusal.

November 24, 2024: The Union and the Company met with Labour Board officers and discussed these issues.

Update:

This coming week on Tuesday, Wednesday and Thursday, November 26 to 28, the Union Negotiation Committee and the Company will be continuing to meet to negotiate the terms of the next Collective Agreement.

This Tuesday morning the Union & Company will start by trying to resolve the personal breaks and pay issues described above.

The Company's Labour Board complaint is now being held in abeyance. The Company's complaint alleges that some employees are engaging in collective work refusals. The *Canada Labour Code* prohibits collective work refusals** except when collective bargaining has reached an impasse and the Union has taken the required steps to be in a position to go on a legal strike. To be clear, we are not at that point yet, and we are continuing to negotiate with the Company.

** According to the Labour Board, examples of unlawful collective work refusals include: walking off the job, calling in sick, refusing assignments and overtime that would normally be accepted. Such activities, if done in coordination with other employees, are unlawful and constitute an illegal strike, and persons who participate in such collective actions can be held liable and responsible for their actions.

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