



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

NOTICE

GARDA SCREENERS - EXTRA HOURS

MARCH 15, 2022

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Dear Sisters and Brothers,

As you are aware, our Collective Bargaining Agreement and the Canada Labour Code define our work rules about our hours of work. Both of these states any hours worked in excess of forty (40) per week has to be paid as overtime.

The Company had been violating this and grievances were filed.

The Union took the matter to arbitration, as we believe the Company violated the CBA as follows:

1. Extra hours were not distributed according to seniority.
2. Hours worked more than forty (40) were denied being paid overtime.

The Arbitrator, Mr. Brian Keller, ruled in the Union's favor by ordering the Company to follow the CBA, to stop the violation and pay the grievances.

After the arbitration award, the Company started a new practice by distributing the hours not according to seniority but according to the schedule, which all the hours were given to the members working part-time, which is clear violation of the CBA.

According to the CBA and the arbitration award, members working part-time twenty-four (24) hours and more per week, qualified them for a full-time status.

The Company is denying the members working full-time the benefit of receiving available extra hours and depriving the members that are part-time but have been extended full-time benefits.

Please file a grievance, if you were bypassed for not receiving the extra hours or worked twenty-four (24) hours per week due to extra hours.

You could reach out to your Chief or any Shop Steward at your terminal for assistance.

Please note that filing petition to violate the CBA and Canada Labour Code is not the right way; on the other hand, the right way is to file grievances against any Company's violation of the CBA.

The Union advised the Arbitrator that the Company is still not following the CBA and his award; a few grievances were filed, which the Company denied paying and informed the Union to deal with those grievances at different arbitration.

The Union will advise the membership of any resolution to this matter.

In solidarity,

Tayeb Lharti
General Chairperson
Central Region