



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 OT GRIEVANCES ARBITRATION UPDATE

DECEMBER 15, 2022

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Dear Brothers and Sisters,

As you may be aware, on February 28, 2022, the Union contacted Arbitrator Mr. Brian Keller regarding a violation of his award issued on December 12, 2021, by GardaWorld, in which the Arbitrator ordered the Company to pay all the OT grievances presented on October 21, 2021 arbitration and to follow the CBA.

Right after the December 12, 2021 award, the Company paid the grievances and started a new process by providing extra hours to the junior screeners; mostly part-timers, working less than forty (40) hours to avoid paying the OT, which is a seniority bypass. The Union provided the Arbitrator with proof that the grievances filed before and after the December 12, 2021, award are the same and violate the CBA's right.

The Arbitrator agreed with the Union's position and issued another award on May 4, 2022; unfortunately, the Company still refused to pay the grievances and prolonged the process by trying to have the three hundred thirty-three (333) grievances be heard at full arbitration. On December 6, 2022, the Union and the Company met with the Arbitrator, Mr. Brian Keller, regarding the three hundred thirty-three (333) Overtime grievances.

The Company's position hasn't changed and still claims the grievances presented at the arbitration on October 21, 2021, on which the arbitration award was issued on December 12, 2021, and May 4, 2022, are not the same as the three hundred thirty-three (333) grievances filed since December 2021 through August 2022.

All the three hundred thirty-three (333) grievances filed are seniority bypass; the Union position is that any extra hours have to be distributed according to the seniority and will be paid according to CBA Article 10.05.

The Arbitrator, Mr. Brian Keller, ordered the employer to submit its "classifications" of the grievances and how each is captured or not captured by the original grievances and the award. We are hoping that this arbitration will bring justice to screeners and order the Company to follow the award issued on December 12, 2021, and May 4, 2022.

Please keep filing grievances for any CBA violation, and do not get discouraged by the prolonged unjust process. Please refer to the IAMAW Screeners website ([HTTP://screeners.iamaw.ca](http://screeners.iamaw.ca)) for a copy of the award issued on December 12, 2021, and May 4, 2022.

As front-line workers, screeners work hard and deserve better treatment and respect; please remain professional and follow your SOP.

In solidarity,

Tayeb Lharti
General Chairperson
Central Region

TL/mdr