



# 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

August 9, 2023

Attention: Tayeb Lharti  
General Chairperson  
Central Region  
IAMAW Garda

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## **RE: GRIEVANCE (SC 15629/SC 17201) – Garda Mandatory Vaccine Policy**

Hello Brother Tayeb,

On August 9<sup>th</sup> 2023, a General Chairperson Review Committee met and reviewed the outstanding policy grievances filed by you on the Memberships behalf regarding the mandatory vaccination policy implemented by Garda.

On August 25, 2021, Air Canada announced to all their employees that they were implementing a mandatory vaccine policy. Many other employers within District 140 followed with similar policies, including Garda. Subsequently, the IAMAW filed a policy grievance against Air Canada on August 30<sup>th</sup> 2021. The IAM hired legal counsel to challenge their policy on the Memberships behalf. This case was scheduled for full arbitration and heard over multiple dates in front of Arbitrator Vince Ready.

Unfortunately, on May 11<sup>th</sup> 2023, Arbitrator Vince Ready ruled, in a precedent setting case, against the IAM and dismissed the grievance.

Prior to proceeding to arbitration, as per the Union's internal policies, a Committee of General Chairpersons from Transportation District 140 of the IAMAW has reviewed the mandatory vaccine policy grievances, filed on October 5<sup>th</sup> and 10<sup>th</sup>, 2021, for Garda which has been held in abeyance awaiting the decision of this precedent setting case.

The Review Committee took into account all relevant documentation, including case law and the recent decision from Arbitrator Vince Ready. Based on the aforementioned, the conclusion of the Review Committee is that we would not be able to put forward a case that has any reasonable chance of success at an arbitration hearing.

Therefore, the Committee has decided not to take your case any further and the Union considers the case closed.

Please close these files with the employer.

Best Regards,

Dave Flowers  
IAMAW President & Directing General Chairperson  
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