



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 ARBITRATION UPDATE 2023

AUGUST 16, 2023

Atlantic / Maritimes

61 Tacoma Drive
Suite 1
Dartmouth, Nova Scotia
B2W 3E7
Tel/Tél: 902-481-0077
Fax/Télé: 902-481-0079

Central / Centre

2580 Drew Road
Suite 203
Mississauga, Ontario
L4T 3M5
Tel/Tél: 905-671-3192
Toll Free/Sans frais:
1-877-426-2948
Fax/Télé: 905-671-2114
Toll Free/Sans frais:
1-866-298-0369

Eastern / Est

3900, boul. Côte-Vertu,
Bureau 202
Saint-Laurent, Québec
H4R 1V4
Tel/Tél: 514-336-3031
Toll Free/Sans frais:
1-888-992-1010
Fax/Télé: 514-336-3039
Toll Free/Sans frais:
1-866-800-3039

West / Ouest

7980 River Road
Richmond, BC
V6X 1X7
Tel/Tél: 604-448-0710
Toll Free/Sans frais:
1-877-426-3140
Fax/Télé: 604-448-0710
Toll Free/Sans frais:
1-888-310-1688

3515 - 27th Street, N.E.

Unit 23
Calgary, Alberta
T1Y 5E4

Tel/Tél: 403-250-3708
Fax/Télé: 403-250-3707

18 - 399 Berry Street

Winnipeg, Manitoba
R3J 1N6
Tel/Tél: 204-987-9254
Fax/Télé: 204-987-9252

Dear Brothers and Sisters,

Your Union would like to provide you with an update regarding the arbitration process in 2023. In the NPST cases, six (6) out of the thirteen (13) terminated Screeners currently undergoing arbitration have been reinstated with pay. They are now awaiting CATSA's decision on certification. The remaining seven (7) NPST cases will be heard by Arbitrator Mr. Brian Keller starting September 8, 2023.

Your Union had five (5) arbitrations on the following dates: January 26, April 21, May 23, June 21, and July 19. In total, eighteen (18) cases were presented, resulting in the reinstatement of six (6) terminated Screeners and the successful resolution of three (3) other non-termination grievances.

Overtime grievances are still undergoing the arbitration process, please make sure to file a grievance if you are a Part-time employee and working twenty-four (24) hours or more a week, through a shift extension, no one should be working Full-time (FT) hours without a Full-time benefit.

Additionally, your Union made a solid effort to advocate for Screeners on probation and successfully pressured the company to reinstate eight (8) of them.

To avoid most disciplinary situations, it is essential to adhere to the following guidelines:

1. Following your Standard Operating Procedures (SOP) is crucial as it serves as your safeguard to avoid the majority of terminations and other related discipline cases.
2. Most arbitrators do not tolerate absenteeism. It is essential to communicate with the company and not ignore its requests. If needed, reach out to your Union for assistance.
3. It is advisable to maintain all your communication with the company in written form as a good practice.

Please be aware that the arbitration scheduling process is not within the control of the Union. It requires all parties involved; the arbitrator, the company, and the Union to agree on a date.

We understand that this has been a difficult time for everyone involved, and we appreciate your patience and cooperation throughout the arbitration process. If you have any questions or concerns, please do not hesitate to contact your Union.

Your Union is actively working on your behalf to protect your rights and interests. We encourage you to reach out to us with any questions or concerns you may have. It's important to rely on accurate information and not follow rumors or hearsay.

In solidarity,

Tayeb Lharti
General Chairperson
Central Region