



# 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*

## TO ALL IAMAW MEMBERS

### **AIR CANADA – CLERICAL BARGAINING UNIT RE: ARBITRATION AWARD FOR MEMBERS DENIED THEIR BUMPING RIGHTS**

Dear Brothers and Sisters,

A grievance was filed last year to address the Company's egregious decision to deny Clerical members the right to bump while the Canadian Government had been supplying the Company with the Canadian Emergency Wage Subsidy (CEWS). The Company had taken it upon itself to invalidate members right to bump under the Clerical Collective Agreement because of the Covid-19 global pandemic and the fact they were paying CEWS to members laid-off.

The District 140 took issue with this right away as the purpose of having these clauses in our contract are specifically to give the most amount of protection as possible to affected members when economic situations go awry. We had explained to the Company that invalidating them in times of need would be completely contradictory. Even with our members' wages being subsidized by 75% by the Federal Government, the Company decided to try and deny some of our members their collectively agreed to rights by crying foul.

The grievance was presented on February 18th, in front of Arbitrator Corinn Bell and a decision was rendered last week in favor of the Union and its membership. The affected members will be compensated for their losses.

On a final note, the District 140 would like to remind all its members that just because we are in a very serious situation due to the global pandemic does not mean your contract is null and void. Collective Agreements are worth their most when situations like this come about and must be protected and enforced. Union members have rights under our Collective Agreements and we will defend them!

In solidarity,

Guillaume Lingat  
General Chairperson  
Eastern Region

GL/mdr

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