



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

AIR CANADA MEMBERSHIP COMPANY'S POLICY CHANGE REGARDING FAMILY RESPONSIBILITY DAYS APRIL 3, 2023

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Dear IAMAW Membership,

We would like to bring to your attention a recent change in the company's policy regarding personal leave, specifically, "Family Responsibility (FR) days." Previously, the company was paying members correctly (for the first 3 days) by paying them for all shifts during the entire day on which they requested an FR day. However, they have now changed their policy to include payment only for a member's base shift. The company advises that double-shifts will be coded as FR (paid) for one shift and FRU (unpaid) for the other.

The Canada Labour Code explicitly states:

*"Effective September 1, 2019, all federally regulated employees are entitled to personal leave of up to 5 days each calendar year. For those who have completed 3 consecutive months of continuous employment with their employer, **the first 3 days of the leave are paid.**"*

Your Union believes that the policy change is not in line with the Canada Labour Code and has negative implications for our members. We believe the leave is intended to protect our members from any loss of wages for the day in question, for the first 3 days the leave is requested. Your Union is opposed to this new policy change and has filed a national grievance on behalf of our members.

Currently, the only members that are affected by the company's policy change are members who participate in doubles (double shifts) and have received a shift (MCR) on the day they have requested a paid FR day.

Your Union believe that every member is entitled to the full benefits of the Canada Labour Code and our Collective Agreement with the company. We will continue to represent your interests and fight for your rights as members.

We will keep you informed of any updates on this issue through our regular communication channels.

Thank you all for your continued support.

In solidarity,

Mahmoud Khatib
General Chairperson
IAMAW District Lodge 140

MK/mdr