



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

IAMAW AIR CANADA MEMBERSHIP PROTECT YOUR RIGHTS – REQUEST A UNION REPRESENTATIVE DURING HEARINGS DECEMBER 20, 2023

Dear Brothers and Sisters,

We bring to your attention a matter of utmost importance regarding your rights during hearings with the company.

It has come to our attention that instances have occurred where the company has engaged Non-Union Representatives as "witnesses" in hearings that may involve disciplinary actions against our members. We want to emphasize that as Union Members, you have the unequivocal right to have a Union Representative present during such proceedings.

The responsibility to invoke this right lies with the member, and it is crucial to understand that choosing not to request a Union Representative may result in the company imposing disciplinary actions without the vital input and protection provided by your Union.

Article 19.14.01 states:

"19.14.01 In the event of an interview in which disciplinary action may be contemplated, or where a performance meeting is held the Employee may request the presence of a Union representative..."

It is your right to appeal any disciplinary action taken by the company, but we strongly advise against forfeiting your right to a Shop Steward Representative during any hearing. The Shop Steward is there to support you, provide guidance, and ensure your rights are upheld throughout the process.

In the spirit of solidarity, we urge each member to be proactive in safeguarding their rights. If you find yourself in a situation where a hearing with management is imminent, please promptly request the presence of a Union Representative.

Remember, your Union is here to advocate for you, and together we stand stronger. Let us ensure that your rights are protected in every workplace interaction.

In solidarity,

Mahmoud Khatib
General Chairperson
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