



IAM
UNION



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LE SYNDICAT

TRANSPORTATION DISTRICT 140
DISTRICT DES TRANSPORTS 140
WWW.IAM140.CA

TO ALL IAM MEMBERSHIP

AIR CANADA

ATTENDANCE MANAGEMENT – SICK DAYS

CANADA LABOR CODE VIOLATION

Dear Brothers & Sisters,

Last week, your General Chairpersons met with the Company to discuss a document they plan to release to employees who have accumulated a set number of sick days per year. This document will show how many sick days each member has used since January 1st.

We raised several serious concerns about this letter and made it clear that not only are we against this new document they are proposing, but we are also not in agreement with the way the Company is handling attendance overall. Most importantly, we reminded them that under the Canada Labour Code, members are entitled to 10 paid sick days each calendar year. **Once these days are earned, you have the legal right to use them, and you cannot be disciplined for doing so.**

We also brought up the following issues:

- Members being disciplined for what the Company calls “pattern absenteeism,” which is not supported by facts or law.
- The Company relying on a fabricated rolling calendar system to manage sick days
- The Company asking for medical notes even when someone is off for less than five consecutive days, which goes against the law, including sick partials which are protected under the Collective Agreement.

Because of these violations that the Company is refusing to resolve, we have filed a **National Policy Grievance (Grievance # 202506103408)** to protect your rights. This grievance covers everything we've mentioned, including how the Company is misinterpreting the law and unfairly disciplining members who have reported sick.

We've also been in touch with our legal counsel and are making this issue a top priority.

If you're being asked for a doctor's note outside the legal requirements (more than 5 consecutive sick days) or are facing discipline for using sick time, please file a grievance with your Shop Committee immediately.

We will keep you updated as things move forward.

In solidarity,

Mahmoud Khatib
General Chairperson

Chris Greniuk
General Chairperson

Jason Jiskra
General Chairperson

Chris Lipsit
General Chairperson

Rene Grenon
General Chairperson

Guillamue Lingat
General Chairperson

Craig Chard
General Chairperson

GC/mdr

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