



IAM
UNION



IAM
LE SYNDICAT

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

TO ALL IAM MEMBERSHIP

AIR CANADA

NATIONAL POLICY GRIEVANCE

ARBITRATION VICTORY

VACATION RECONCILIATION (GHO)

Dear Brothers & Sisters,

We're pleased to share a significant arbitration win in our ongoing fight to protect your negotiated rights.

On June 2, 2025, the Committee of General Chairpersons at District 140 presented a National Policy Grievance (**Grievance # 202405110059**) against Air Canada regarding how vacation pay was being reconciled. Specifically, we challenged the Company's practice of combining General Holiday Obligation (GHO) days with vacation time when calculating vacation reconciliation.

The Arbitrator ruled in favour of the Union. It was found that **vacation** and **GHO** are **two separate and distinct entitlements under the Collective Agreement and must be treated that way.** Air Canada has now been ordered to **stop combining the two for the purpose of vacation reconciliation.** We have attached the full arbitration award to this bulletin for your convenience.

This is a clear and important victory that reinforces the integrity of our negotiated language and protects your vacation entitlements moving forward. This win is a direct result of the hard work and persistence of your IAM reps, who fought to make sure your rights were upheld.

The Company has been directed to correct the vacation pay calculations for all affected employees from the date the grievance was filed. We are currently in the process of gathering this information and seeking clarification from the Arbitrator regarding whether reconciliation for year 2023 will be included. We will update the membership as soon as we have more information.

In solidarity,

Dave Flowers
President and Directing
General Chairperson

Mahmoud Khatib
General Chairperson

Jason Jiskra
General Chairperson

Chris Lipsit
General Chairperson

Rene Grenon
General Chairperson

Chris Greniuk
General Chairperson

Guillamue Lingat
General Chairperson

Craig Chard
General Chairperson

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