



IAM
UNION



IAM
LE SYNDICAT

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

TO ALL IAM UNION MEMBERS

AIR CANADA

ARBITRATION VICTORY:

VACCINE POLICY GRIEVANCE

SEPTEMBER 3, 2025

Sisters, Brothers, and Siblings,

Following up on District 140 Bulletin No.032 issued November 22, 2024, we are pleased to report another significant victory in our ongoing grievance against Air Canada's implementation of its vaccine policy.

With the continued support of our legal team, your Union has secured an Arbitration ruling in favour of members who were not accommodated back into the workplace, despite holding valid exemptions. **The Arbitrator has awarded these affected members human rights damages as financial compensation.**

This ruling recognizes the harm caused by Air Canada's failure to respect the rights of these members and sends a strong message that such actions will not go unchecked. This is a clear and important win for our membership and for the principles of fairness and accommodation in the workplace.

The grievance process, however, is not yet complete. We will now advance to the final stage, where an Arbitrator will render a decision on behalf of those members whose exemption requests were denied outright. Your Union remains fully committed to seeing this process through to the end and ensuring justice is delivered for all affected members.

Further updates will be communicated as developments occur.

In solidarity,

Dave Flowers
President and Directing
General Chairperson

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General Chairperson

Jason Jiskra
General Chairperson

Chris Lipsit
General Chairperson

Rene Grenon
General Chairperson

Chris Greniuk
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