



IAM
UNION



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

TO ALL IAM MEMBERS

AIR CANADA

GHO ARBITRATION VICTORY – UPDATE #2

NOVEMBER 13, 2025

Brothers and Sisters,

We want to provide an important update regarding the ongoing dispute with the Company over the application of the Arbitrator's Award related to their incorrect calculation of vacation reconciliation and General Holiday (GHO) compensation for 2024.

Our position remains that **any member entitled to GHO for 2024 is considered affected and may be eligible for compensation, regardless of when their GHO was taken during the year.** The Company, however, has chosen to interpret the award differently and has so far only issued payments to those who took their GHO after May 17, 2024. This totals to over \$650,000.00 back into the pockets of our members. But we are not stopping there. We are determined to recover compensation for the remaining affected members **who took their GHO before May 17, 2024**, which amounts to just over half a million dollars.

We are actively challenging the Company's interpretation and have already raised the matter directly with Arbitrator Bell. The Arbitrator has acknowledged our concerns, and we are currently in the process of securing dates for a formal hearing to have this matter resolved.

Our goal is simple; to ensure that every affected member is treated fairly and compensated properly under the award. We will continue to keep members informed as this process moves forward.

If you have any questions, please reach out to your General Chairperson.

In solidarity,

Dave Flowers
President and Directing
General Chairperson

Mahmoud Khatib
General Chairperson

Craig Chard
General Chairperson

Chris Lipsit
General Chairperson

Rene Grenon
General Chairperson

Chris Greniuk
General Chairperson

Guillaume Lingat
General Chairperson

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