



IAM
UNION



IAM
LE SYNDICAT

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

TO ALL IAM TMOS MEMBERS AIR CANADA

COVID-19 VACCINATION GRIEVANCES

MAJOR IAM VICTORY: 33 GRIEVANCES WON

Brothers, Sisters, and Siblings,

IAM District 140 has received Arbitrator Vince Ready's October 15, 2026 decision on the individual grievances arising from Air Canada's COVID-19 vaccination policy.

Of the 49 individual grievances considered, 33 were allowed and 16 were dismissed. Thirty of the successful cases involved religious accommodation and three involved medical accommodation.

Although the overall vaccination policy was upheld in an earlier proceeding, Air Canada was still required to properly assess individual accommodation requests under the Canadian Human Rights Act. The Arbitrator found that this was not done in a substantial number of cases.

Key findings of the award:

- A sincere religious belief does not have to be an official requirement of a church or religious institution to qualify for protection.
- Concerns about vaccine safety, bodily autonomy or personal choice do not automatically defeat an otherwise genuine religious accommodation request.
- Medical accommodation requires an individualized review, including the clinical judgment of treating physicians. General medical guidelines are not an exhaustive list.
- Temporary accommodation may be required while an employee waits for medical assessment or clearance.
- Accommodation is a shared responsibility. Members must provide sufficient information and the Company must meaningfully consider what has been supplied.

What happens next?

The next stage is determining appropriate remedies for the successful grievances. The Arbitrator has referred these questions to the Union and Company. If they cannot be resolved, the outstanding issues can be brought back before Arbitrator Ready. No compensation amounts or payment timelines have been finalized.

We know how long members have waited and the financial and personal hardship many experienced during this period. Thank you to everyone who remained patient and helped see these grievances through. We also recognize that not every grievance was successful.

Our work is not finished. We will continue following up with Air Canada to pursue the appropriate remedies and will keep members updated as discussions progress.

In solidarity,

Dave Flowers
President and Directing
General Chairperson

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General Chairperson

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General Chairperson

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General Chairperson

Rene Grenon
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