



BULLETIN

TRANSPORTATION DISTRICT 140 DISTRICT DES TRANSPORTS 140

*International Association of Machinists and Aerospace Workers
Association internationale des machinistes et des travailleurs et travailleuses de l'aérospatiale*

TRANSPORTATION DISTRICT 140 MEMBERS MANDATORY VACCINE

Dear Brothers & Sisters:

Recent announcements about mandatory vaccinations are raising questions, and valid concerns among District 140 Members. The IAMAW is not taking this development lightly, and we are firm in our position that there are limitations to employer's mandating workplace vaccinations.

Vaccines play a major part in assisting and ensuring public safety, and that our economy continues to recover. However, we are concerned that employers have been left to arbitrarily decide and apply policies that may be overreaching. Public health officials and agencies are better suited in determining and declaring a need for workplace vaccination.

Likewise, we do not agree with a blanket policy which excludes legitimate exceptions; instead, a policy should be evidence based and suited to unique workplace circumstances.

While few details are available at this time, the IAMAW is participating in consultations to not only get more details, but to also advocate for our member's rights. Despite lack of detail, it is unlikely that the mandate will be legislated, rather, the federal government is expecting Unions and employers to develop workplace policies.

District 140 is treating this matter as a high priority and will be taking the following actions to ensure members' rights and jobs are protected:

- Given the invasive nature of mandatory vaccinations, we will advocate for members' rights, and ensure employer's policies are not overreaching.
- Issue letters to employers requesting meetings to discuss this matter. Any policies that are enforced by employers must be reasonable, fair, non-discriminatory, and consistent with the law.
- Notify employers that case law on mandatory vaccinations requires that wherever possible, alternatives that reach the same objective as vaccination are implemented. There are examples where full health and safety measures have prevented the spread of COVID-19.
- Ensure that workplace policies are based on valid scientific evidence, include human rights principles, and alternative measures.
- During these discussions, our members' rights to privacy and confidentiality will remain a priority.
- Advocate and participate in any process that protects our members' interests, their Collective Agreement rights, and their human rights.
- Develop bargaining language that defines employer limitations and member rights.

As the situation develops, we will continue to update and communicate with our membership.

In solidarity,

Dave Flowers
President & Directing General Chairperson
Transportation District 140
IAMAW

DF/mdr

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