



# 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

### TO ALL IAMAW MEMBERS AIR CANADA TMOS NEW SICK LEAVE

Dear Brothers and Sisters,

Recently, your Committee of General Chairpersons met with Air Canada Labour Relations to discuss changes to the sick leave provisions of the Canada Labour Code (CLC).

Members are advised that the new sick leave provisions of the CLC have been integrated into the legacy sick leave provisions contained in our Collective Bargaining Agreement (CBA).

Under the CLC, federally regulated employees are entitled to accrue up to ten (10) paid sick days per calendar year. As of January 1, 2023, employees were allocated three (3) paid sick days and will further accrue one (1) day of paid sick leave per month up to a maximum of ten (10) days per calendar year.

For 2024 and subsequent years, one (1) paid day of sick leave per month will be accumulated as of January 1<sup>st</sup>, up to the maximum of ten (10) paid days per calendar year. Unused CLC sick days will be carried over into subsequent years up to the maximum of ten (10) sick days per calendar year.


Note that CLC paid sick days do not count as occurrences under the Addendum to Appendix VII of the CBA and are not subject to the associated penalties or time windows, but your legacy collective agreement rights remain intact.

Starting January 1, 2023, Members accessing sick days will have their accumulated CLC sick bank debited first. If/once the CLC bank is exhausted, any additional sick days will be applied in accordance with the existing (CBA) legacy sick leave provisions.


The CLC states that employers may request medical substantiation for absences lasting five (5) days or longer. At this time Air Canada has not advised of any amendments to their Attendance Management Policy.


In solidarity,


  
Dave Flowers  
President & Directing  
General Chairperson


  
Steve Prinz  
General Chairperson  
Western Region

  
Kevin Timms  
General Chairperson  
Western Region

  
Mahmoud Khatib  
General Chairperson  
Central Region

  
Dan Janssen  
General Chairperson  
Central Region

  
Serge Gelinas  
General Chairperson  
Eastern Region

  
Ed Hepburn  
General Chairperson  
Atlantic Region

GC/mdr

### BULLETIN NO. 003 – ISSUED FEBRUARY 2, 2023 PLEASE COPY, POST AND CIRCULATE

VISIT OUR WEBSITE / VISITEZ NOTRE PAGE WEB – <http://www.iam140.ca>

Halifax – Tel/Tél. : 902-481-0077 Fax/Téloc.: 902-481-0079  
Winnipeg – Tel/Tél. : 204-987-9254 Fax/Téloc.: 204-987-9252  
Calgary – Tel/Tél. : 403-250-3708 Fax/Téloc.: 403-250-3707  
Toronto – Tel/Tél. : 905-671-3192 (Toll free/Sans frais : 1-877-426-2948) Fax/Téloc.: 905-671-2114 (Toll free/Sans frais : 1-866-298-0369)  
Vancouver – Tel/Tél. : 604-448-0721 (Toll free/Sans frais : 1-877-426-3140) Fax/Téloc.: 604-448-0710 (Toll free/Sans frais : 1-888-310-1688)  
Montréal – Tel/Tél. : 514-336-3031 (Toll free/Sans frais : 1-888-992-1010) Fax/Téloc.: 514-336-3039 (Toll free/Sans frais : 1-866-800-3039)