



# 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

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**To: Pina Guercio - VP, Global Human Resources**  
**John Beveridge – Sr Director, Labour Relations**  
**Sent Via Email Tuesday, November 26, 2024**

Dear Ms. Guercio and Mr. Beveridge,

We are writing to address the ongoing concerns surrounding your attendance policies, which have created significant confusion and frustration among our members. While we have previously given the Company the benefit of the doubt, it is now abundantly clear that Air Canada has failed to act in good faith. Your recent actions have eroded any trust we once had in your ability to manage these matters responsibly.

Your attendance management practices have become increasingly unreasonable. Members have been disciplined for alleged pattern absenteeism when no discernible pattern exists. You have consistently bypassed legal requirements for doctor's notes, arbitrarily forcing members onto the IAP program by relying on a fabricated rolling calendar system which does not align with legislation. This approach blatantly infringes on our members' rights and has created an oppressive work environment.

Most concerning is the recent letter to our members titled "holiday warning letter" which is warning members not to take any time off during the holiday season, accompanied by threats of discipline. This overreach is unacceptable. Air Canada appears to have lost sight of the fact that it employs human beings, not robots. People have personal lives, families, and, at times, legitimate needs to step away from work. Treating employees as mere cogs in a machine is not only unethical but also unsustainable. We want to bring your attention to Page 8 of the Air Canada Code of Conduct, specifically the "Environment, Health and Safety" section, which reads "We are committed to protecting the environment, health and safety of our employees, customers and the communities where we operate." We want to remind Air Canada that your recent actions are in contradiction to this statement.

We appreciate the challenges involved in managing operations, particularly during busy periods. However, the company's current practices go far beyond reasonable expectations and have crossed into absurdity. These actions demonstrate a complete disregard for the well-being and dignity of your employees.

The General Chairpersons are requesting an urgent meeting to address these issues. Air Canada must re-evaluate its attendance policies and restore some measure of fairness and humanity to the workplace. Continuing down this path will only result in further deterioration of morale and workplace relations.

It's time for Air Canada to regain its moral compass and treat its employees with the respect they deserve.

Sincerely,

Mahmoud Khatib  
General Chairperson

Craig Chard  
General Chairperson

GC/mdr

Jason Jiskra  
General Chairperson

Chris Greniuk  
General Chairperson

Chris Lipsit  
General Chairperson

Rene Grenon  
General Chairperson