



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

IMPORTANT NOTICE REGARDING SUPPORTING DOCUMENTATION FOR FR DAY REQUEST (PERSONAL LEAVE)

Dear Brothers and Sisters,

We wanted to bring your attention to the Company's recent demands for supporting documentation when submitting requests for FR days (Personal Leave, as per the Canada Labour Code). The Company has been making demands for specific documentation to support our members requests for an FR day. Some of these requests go as far as asking for "time stamped messages" from caregivers. These demands are not in line with the Canada Labour Code and are causing undue hardship on our membership. **It is our members right to decide what documents they are able to provide**, if any.

It is crucial to remind everyone that according to the Canada Labour Code, a member is required to provide documentation to support the need for an FR day **only if it is practicable for the member to do so**. If you find that you are not able to provide documentation, rest assured that you are well within your rights. In such cases, you may **submit a signed and dated letter** to the company advising them of the need for the FR day. This letter should be **written, signed, and dated by the member**, attesting the reason for the FR day request.

This approach is fully in line with the provisions of the **Canada Labour Code**, and it ensures that our members are treated fairly and in accordance with their rights.

If you encounter any challenges or have questions about this process, please don't hesitate to reach out to your Shop Committee Representatives or General Chairperson. We are here to support you.

In solidarity,

Kevin Timms
General Chairperson
Western Region

Guillaume Lingat
General Chairperson
Eastern Region

Mahmoud Khatib
General Chairperson
Central Region

Chris Lipsit
General Chairperson
Atlantic Region

Chris Greniuk
General Chairperson
Western Region

Craig Chard
General Chairperson
Western Region

Jason Jiskra
General Chairperson
Central Region

GC/mdr

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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)
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