



# 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

### EMPLOYED BY AIR CANADA

## LTD TERMINATION – ARBITRATION UPDATE

Dear Brothers and Sisters:

As you know, Air Canada has been attempting to terminate the employment of those Members who have been in receipt of long-term disability benefits for more than two (2) years.

In July of 2016, when Air Canada began issuing termination letters, the Union filed grievances and was successful in preventing Air Canada from going ahead with the terminations at that time.

After a lengthy process, the Arbitrator has now issued an award in the first phase of the arbitration proceeding permitting Air Canada to terminate the employment of Members who are in receipt of LTD benefits where there is no reasonable prospect of the Member returning to work and maintaining regular attendance in the foreseeable future because of disability.

To be clear, no Members will lose their LTD benefits because of this decision. What is at stake is their continued receipt of the other health insurance and pension benefits that they were told they would continue to receive while in receipt of long term disability benefits.

The Union is disappointed with this decision and is currently reviewing all of its options with legal counsel.

However, given the Arbitrator's decision, the parties are to move on to the second phase of the arbitration proceeding, which is to determine whether the Company can terminate the employment of specific individuals.

**AFFECTED MEMBERS WILL SHORTLY BE RECEIVING LETTERS FROM THE UNION AND OUR LEGAL COUNSEL EXPLAINING THE NEXT STEPS THEY NEED TO TAKE. PLEASE LOOK OUT FOR THESE LETTERS. IT IS VERY IMPORTANT THAT AFFECTED MEMBERS PROVIDE THE INFORMATION THEY ARE REQUEST.**

As further information becomes available, it will be communicated to the affected Members.

In solidarity,

Fred Hospes  
President and Directing General Chairperson  
Western Region

FH/mdr

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